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SEVENTH ANNUAL REPORT

OF THE

BOARD

OF

CITY SERVICE COMMISSIONERS

OF THE

CITY OF MILWAUKEE,

MILWAUKEE, WIS.,
U. S. A.

JANUARY 1, 1902.

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BOARD OF CITY SERVICE COMMISSIONERS.

President,

ERNEST P. BUTLER.

EDGAR L. WOOD, - - -	Term expires on the first Monday in July, 1902.
ERNEST P. BUTLER, - -	Term expires on the first Monday in July, 1903.
GEO. P. ZIEGLER, - - -	Term expires on the first Monday in July, 1904.
EDMUND GRASSLER, - -	Term expires on the first Monday in July, 1905.

Chief Examiner and Secretary,

C. HERMANN DORNER, Ph. D.

NOV 19 1904
D. of D.

FORMER BOARDS OF CITY SERVICE COMMISSIONERS.

1895.

The following gentlemen were appointed in the month of June, 1895:

JOSHUA STARK, President, - - -	Term to expire in July, 1899.
CONRAD NIEDERMAN, - - - - -	Term to expire in July, 1898.
CHARLES H. STROHMEYER, - - -	Term to expire in July, 1897,
JAMES CONROY, - - - - - - -	Term to expire in July, 1896.

1896.

CONRAD NIEDERMAN, President.
JOSHUA STARK.
CHARLES H. STROHMEYER.
EMMONS E. CHAPIN.

1897.

CONRAD NIEDERMAN, President.
JOSHUA STARK.
EMMONS E. CHAPIN.
CHAS. H. STROHMEYER.

1898.

CHAS. H. STROHMEYER, President.
JOSHUA STARK.
EMMONS E. CHAPIN.
* CARL C. JOYS.
EDGAR L. WOOD.

1899.

EMMONS E. CHAPIN, President.
CHAS. H. STROHMEYER.
EDGAR L. WOOD.
ERNEST P. BUTLER.

1900.

EDGAR L. WOOD, President.
CHAS. H. STROHMEYER.
ERNEST P. BUTLER.
GEO. P. ZIEGLER.

* Resigned, September, 1898.

MILWAUKEE, January 1, 1902.

Honorable David S. Rose, Mayor of the City of Milwaukee:

In compliance with Section 13 of the City Civil Service Act, the Board of City Service Commissioners herewith submit to you its Seventh Annual Report for the year ending December 31, 1901, for transmission to the Common Council.

The annual report of the Chief Examiner and *Ex-Officio* Secretary of the Board is appended hereto, giving a full statement of the examinations held and the general results thereof, also promotions, transfers, etc., carefully compiled statistics and a complete history of the business and transactions of the department for the year together with a copy of the City Civil Service Act and rules now in force.

Owing to the careful economy practiced by the department from year to year, there had accumulated in the City Service Fund, on December 31, 1900, a balance of $1,626.88. As pointed out in our sixth annual report, this enabled the Board to limit its requisition for the expenses of the department for the year 1901 to $3,000. The appropriation made for the department was still less, only $2,500. With the balance on hand to draw from, the department has been maintained upon the $2,500 appropriation made to it, but as this balance has now been nearly exhausted, an appropriation was needed for the coming year sufficient to fully cover the expense of the service. This is not less than $3,600, to be raised by special taxation, as provided in Section 3, Chapter 218 of the Laws of 1897.

The Board has performed its duties with the strictest impartiality and has endeavored in all instances to enforce its rules with fairness. There have been a few instances of annoyance to the appointing officers in some of the departments caused by their not too close observance of the rules, but after consulting with such appointing officers and upon hearing their explanations the Board has always, after careful consideration made its decision with a view to the best interests of the service.

During the past year the questions used in competitive examinations have been carefully drafted, only such questions being given as appeared to have a direct bearing upon the position sought. The superfluous matter which has appeared in examinations held during

previous years has been eliminated entirely, so as to insure the best results among the most practical applicants.

The examinations and the management of the department has been conducted under the direct charge of Dr. C. Hermann Dorner, Chief Examiner and *Ex-Officio* Secretary of the Board, who, together with the subordinate clerks, Mr. E. E. Caufy and Miss K. A. Schauble, have faithfully and conscientiously performed their several duties. The new system referred to in the appended report has involved a large amount of extra labor and great credit is due to the office force in performing this work and keeping up the regular routine work without receiving any extra help or remuneration.

We again take occasion as in our sixth annual report to recommend that the existing rules in relation to appointments under Rule V be amended so as to provide, that when the person appointed is not the first in standing upon the list of eligibles certified for appointment, the appointing officer shall notify the Board in writing of the reason for the selection he has made, and that such appointment shall take effect only upon approval by the Board.

Respectfully submitted,

ERNEST P. BUTLER,
EDGAR L. WOOD,
GEO. P. ZIEGLER,
EDMUND GRASSLER,
Commissioners.

APPENDIX.

EXHIBIT A.

Rules for the Civil Service

OF THE

CITY OF MILWAUKEE.

DIVISION A.

GENERAL DIRECTIONS AND INFORMATION

FOR BOTH THE

OFFICIAL SERVICE AND LABOR SERVICE.

RULE I.

TITLES, NAMES, PAY-ROLLS, NOTICES OF CHANGES IN SERVICE.

SECTION 1. Every department, sub-department, office, position, etc., in the City Service, shall be known by only one title. Each title shall be applied only to one department, sub-department, class of positions or other category.

SEC. 2. In regard to entries in the City Service made since the Civil Service act went into effect, the sworn applications in the archives of the City Service office shall form the basis of the Civil Lists whenever possible.

SEC. 3. The spelling of the first names and the surnames in all lists and pay-rolls must correspond with those in the applications.

SEC. 4. All officials, including ward superintendents and other heads of sub-departments whose duty it is to write pay-rolls, shall keep a correct transcript of the names of persons employed under them, as stated in the corrected Civil Lists in the City Service office and in the offices of the respective city departments, and write the first names and surnames correctly thereafter on every pay-roll.

SEC. 5. The names of employes of several classes may appear on the same pay-roll; but those of each class must be kept separate from those of every other class, to facilitate control.

SEC. 6. In order that the Civil Lists may be kept correct and complete, every appointing officer or board shall give the City Service office prompt official notice of all changes in their service, including appointments, promotions, transfers, separation from service caused by dismissal, resignation, or death, or any other cause, changes of residence, etc., giving the name, date, position, department and com-

pensation, on forms prescribed by the Board. All such changes in the service (changes of residence excepted) shall be certified to the City Comptroller by the Board, in order that the basis for the Comptroller's audits may be kept complete and that no payments be made in violation of these rules.

SEC. 7. The Board will extend the operation of the rules to classes not yet under the rules as soon as practicable and advantageous to the city; will alter or rescind rules where circumstances make it necessary; will make new rules, and will, from time to time, adopt rulings, definitions and instructions for the Chief Examiner.

RULE II.

CLASSIFICATION.

SECTION 1. The offices and places in the service of the city, coming within the provisions of Chapter 313 of the laws of 1895, shall be classified in two divisions.

The first division shall be known as the OFFICIAL SERVICE.

The second division shall be known as the LABOR SERVICE.

SEC. 2. The OFFICIAL SERVICE shall, as soon as practicable, include the following classes of offices and positions of a more or less permanent character drawing annual or monthly salaries, and such of those drawing wages per diem as require the supervision of the men of a sub-department, ward or district, or the inspection of public work.

Exceptions are indicated in Sec. 6 of the Civil Service law.

CLASS I. *Medical Service:* All positions, the duties of which require knowledge of the profession of medicine, or some branch thereof.

CLASS II. *Civil Engineering:* All positions, the duties of which require knowledge of the profession of civil engineering or of some branch thereof.

CLASS III. *Clerical Service:* All positions of clerks, messengers, copyists, recorders, stenographers, typewriters, bookkeepers or other similiar service, whether paid by the year, month or day, or by the piece, or in any other way.

CLASS IV. *Electrical Service:* All positions, the duties of which require a special knowledge of electricity in some form of its application.

CLASS V. *Mechanical Service:* All positions, the duties of which require a knowledge of steam engines, boilers and other machinery, their care and operation; and all other positions requiring special mechanical knowledge or skill.

CLASS VI. *Inspection Service:* All positions under the Department of Public Works, not included in any other class, the duties of which relate to inspection, whether of work done, material furnished, or other matters.

CLASS VII. *Janitor and Elevator Service:* All positions connected with the care and operation of public buildings.

CLASS VIII. *Library and Museum Service:* All positions connected with the administration of the Public Library and Public Museum.

CLASS IX. *Bridge Tenders.*

CLASS X. *Service in the Nature of Police Service,* including the positions of Harbor Master, Sanitary Inspectors, Park Police, Watchmen and other similar positions.

CLASS XI. *Superintendents of Foremen of Labor* officially designated by those titles.

CLASS XII. *Miscellaneous Service:* All offices and places of employment coming under the provisions of these rules, whatever the character and designation of the same may be, which are not included in any of the foregoing classes or in the Labor Service.

SEC 3. The Classes of the OFFICIAL SERVICE shall be graded according to the compensation as follows:

1st Grade—Compensation at the rate of less than $600 per year.
2nd Grade—Compensation at $600 or more, and less than $800.
3rd Grade—Compensation at $800 or more, and less than $1,000.
4th Grade—Compensation at $1,000 or more, and less than $1,200.
5th Grade—Compensation at $1,200 or more, and less than $1,500.
6th Grade—Compensation at $1,500 or more, and less than $1,800.
7th Grade—Compensation at $1,800 or more, and less than $2,100.
8th Grade—Compensation at $2,100 or more, and less than $2,500.
9th Grade—Compensation at $2,500 or more.

SEC. 4. The LABOR SERVICE shall include all common laborers and skilled laborers, or other employes, not included in the Official Service as above defined, in Sec. 2 of Rule II.

SEC. 5. CIVIL LISTS: Two lists, to be known as the Civil Lists of the city, shall be kept in the office of the Board.

One of them shall contain the name of every person employed in and receiving compensation in the Official Service under the Civil Service rules, and shall be called "OFFICIAL CIVIL LIST."

The other shall contain the name of every person employed and receiving compensation in the Labor Service under Civil Service rules, and shall be called "LABOR CIVIL LIST."

Besides the names of officers and employes, they shall exhibit the titles of their offices or positions; the compensation attached thereto, the application number, if appointed since the Civil Service act went into effect; the department or sub-department in which employed, the date or dates of certification; the date of appointment, if known; the last previous position, if any, filled in the City Service; the date of promotion or transfer, if promoted or transferred; to what position promoted or transferred, if any; the date of termination of employment, and the cause of termination of employment.

RULE III.

QUALIFICATIONS, APPLICATION AND REGISTRATION.

SECTION 1. Applicants for appointment in the service of the city must be citizens of the United States, of full age, and must have resided in the city not less than three years next preceding the date of their application.

Residence in territory annexed to the City of Milwaukee for three years immediately previous to such annexation and application shall be deemed equivalent to residence in said City, within the meaning of this rule.

SEC. 2. Every application must be in writing, signed by the applicant, and made under oath or affirmation before an officer authorized by law to administer oaths.

SEC. 3 Every application must be made in the form prescribed by the Board, at proper office hours.

SEC. 4. All applicants must furnish with their applications satisfactory proofs that they are persons of good moral character, of correct and orderly deportment, and of temperate and industrious habits.

SEC. 5. Every application must be accompanied by the certificates of not less than three reputable citizens of Milwaukee, freeholders

therein, not holding any city, county or state office, each certifying that he has been personally acquainted with the applicant for at least three years last past, and believes him to be of good moral character, of correct and orderly deportment, of temperate and industrious habits, and in all respects fit for the service he wishes to enter, and that such citizen is willing that his certificate shall be made public.

Additional certificates may be required in any case in the discretion of the Board.

SEC. 6. Any false statement knowingly made by any applicant in his application for admission to any examination, or made at his request or with his knowledge, in any certificate which may accompany his application, or any other fraudulent conduct, shall be regarded as good cause for excluding him from such examination, or for removing his name from any register or eligible list.

SEC. 7. No application will be accepted from any person habitually using intoxicating liquors to excess, or from any person who has been convicted of any offense against the laws of this or any other state, or of the United States.

SEC. 8. Defective applications will be returned to applicants, if the defects are detected before registry, and an opportunity given them to correct the same.

SEC. 9. Whenever any application shows that the applicant is not qualified under these rules and regulations, such application will be rejected, and the applicant notified of the reason therefor.

SEC. 10. The date of the reception of each accepted application shall be endorsed thereon, the application filed in the office of the Board, and the name of the applicant entered upon an application register.

SEC. 11. CITIZENSHIP: The written statement of an applicant of legal age, upon his oath or affirmation, that he was born at a certain specified place in the United States;

Or that he served in the Union army or navy during the late war of the rebellion and was honorably discharged;

Or that his father became a full citizen while the applicant was a minor;

Shall be considered sufficient proof of his citizenship to make his application acceptable, unless circumstances cause doubts as to the truthfulness of such statement, or as to the facts involved, in which case additional proof may be required.

Naturalized citizens must produce for inspection by the Chief Examiner their certificates of naturalization.

SEC. 12. In case of loss of "citizen papers" or the "honorable discharge," by fire or otherwise, any one of the following proofs will be accepted, supplementing the affidavit of the applicant in question:

A. Certifications from the records of the court where the papers were originally issued, or of the War Department.

B. The affidavit of a citizen of the United States and freeholder of at least five years' residence in Milwaukee, to the effect that he knows the said applicant to have been in possession of his "second naturalization paper" at or about a certain time.

C. The affidavit of a citizen of the United States and freeholder of at least five years' residence, or the certificate of the clerk of any court of record under the seal of said court, to the effect that the said applicant has served as a juror in said court.

D. In the case of a Union Veteran, the affidavit of one of his comrades-in-arms that he knows him to have served in the United States army or navy and to have had an honorable discharge from that service.

SEC. 13. Satisfactory information at any time produced to the Board, either before or after examination, of the bad character or dissolute habits of any applicant, or of any criminal or disreputable act or conduct of such applicant, or of his dismissal for good cause from any branch of public service, shall be sufficient to exclude him from examination or to remove his name from any eligible list.

SEC. 14. Persons whose names have been stricken from any register or eligible list, shall not be permitted to make a new application within one year thereafter.

SEC. 15. The Board will make such regulations as they deem necessary to identify the registered applicants and to preserve a record of their conduct.

RULE IV.

EXAMINATIONS AND ELIGIBLE LISTS.

SECTION 1. The names of those whose applications have been received and filed will be admitted to examinations as hereinafter prescribed.

SEC. 2. Applicants who pass their examinations satisfactorily shall be registered in the eligible lists of their respective classes according to the rules.

SEC. 3. When an applicant having the necessary qualifications for the position sought, in the judgment of the Board, merits special recognition for extraordinary services rendered to the city, the State of Wisconsin or the United States, or for other sufficient reasons, the Board may advance his standing upon the eligible lists on the ground of character and experience. The reasons for such action shall be recorded in the proceedings.

SEC. 4. If an applicant on any eligible list is appointed to a temporary position, he shall resume his standing on the eligible list after the termination of the temporary employment.

SEC. 5. The names of applicants

Who, for sufficient reasons, are not admitted to an examination, or

Who do not respond to a call for examination, or for correction of papers, or

Who report for examination, but do not complete the same, or

Who do not attain the required minimum rating at any examination,

Shall be stricken from the registers.

SEC. 6. If any applicant whose name is on the eligible list refuses or neglects to accept a place offered him upon proper appointment, his name shall be stricken from the said eligible list, unless he gives reasons satisfactory to the Board for continuing him on the list, notwithstanding such refusal.

SEC. 7. Eligible lists are to continue in force for one year from the date of their declaration, except as provided by Section 8.

SEC 8. The Board may at any time, by resolution, discontinue any eligible list, or continue any eligible list in force for a second year, or for a shorter or a longer period of time.

SEC. 9. The Secretary may from time to time require eligibles to declare whether they wish to have their names retained upon the respective eligible lists. If they answer in the negative or do not respond within ten days, their names shall be expunged therefrom.

SEC. 10. Any applicant whose name shall have been placed upon the proper eligible list, and who shall thereafter have been employed in the City Service under these rules and temporarily laid off or granted

leave of absence, will not again be required to make application for employment, but his name shall remain upon the proper Civil List until removed therefrom by the Board for cause.

RULE V.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Except in cases hereinafter mentioned, whenever there is a vacancy to be filled in any position in the City Service subject to these rules, the appointing officer or Board shall make written requisition in duplicate upon this Board, on the blank forms prescribed by the same, for the names of persons eligible for appointment to such position.

SEC. 2. In order to allow the appointing power a limited selection, the Chief Examiner shall, after receiving the requisition, certify the following number of names from the head of the pertinent eligible list:

For 1 or 2 appointments, 2 names more than the required number shall be certified.

For 3 or 4 appointments, 3 names more than the required number shall be certified.

For 5 to 7 appointments, 4 names more than the required number shall be certified.

For 8 to 11 appointments, 5 names more than the required number shall be certified.

For 12 to 16 appointments, 6 names more than the required number shall be certified.

For 17 to 30 appointments, 7 names more than the required number shall be certified.

For more than 30 appointments, approximately 1¼ times the number required shall be certified.

In case the requisition shall specify the female sex, persons of that sex may be certified; otherwise persons of the male sex alone will be certified.

SEC. 3. Whenever the Board is notified, in and by the requisition, that any position to be filled requires special skill and proficiency in a particular branch of industry, art or service, they may direct the Chief Examiner to certify the proper number of names of persons having the highest standing among those proficient in such special branch.

SEC. 4. The appointing officer or Board may select the required number of names from those certified to him.

In all cases where the names of such appointees are not the first of the names certified, the officer or Board making the appointments shall notify the Board in writing of the reason for such action.

SEC. 5. No appointment to any office or place, subject to the provisions of Chapter 313 of the laws of 1895, and to the provisions of these rules, shall be made except in the manner required by these rules.

SEC. 6. Temporary exceptions may be made in cases of emergency, where the public business would suffer otherwise from delay. No such appointment for an emergency shall continue for more than ten days, except with the express consent of the Board.

In every case the officer making such temporary appointment shall immediately report the same with a statement of the reason therefor, and of the time for which he deems such appointment necessary.

Such temporary appointment may be suspended by the Board, if, in its judgment, no satisfactory reason existed for making the same.

DIVISION B.

Special Rules for the Government of the Official Service.

RULE VI.

SPECIAL QUALIFICATIONS OF APPLICANTS.

SECTION 1. Where, in the opinion of the Board, special qualifications are required, and the appointing officer requests, in writing, that the examination for any position in the Official Service be open to persons who are not citizens or residents, or not of full age, the Board may grant such exceptions if it approves of the reasons given.

SEC. 2. When, in the judgment of the Board, the public service will be benefited thereby, examinations for positions in the Official Service may be open to persons of either sex who are 18 years of age and upwards, who otherwise possess the qualifications prescribed by these rules.

RULE VII.

APPLICATIONS.

SECTION 1. Application for admission to any examination in the Official Service may be made at proper office hours, subject, however, to the restriction that it must be filed with the Chief Examiner at least three days before the day fixed for the examination, and to other restrictions herein mentioned, or published by the Board from time to time.

SEC. 2. Each application must contain a statement under oath or affirmation, and in the applicant's own handwriting, showing the following facts:

(1.) Position for which application is made.

(2.) Full name, residence and postoffice address.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) In the case of Ward Superintendents and Assessors, period of residence in the ward.

(7.) Condition of health and physical capacity for the public service.

(8.) Previous employment in the public service.

(9.) Business or employment and residence for the previous five years.

(10.) Names, occupation and residence of all persons in whose employ the applicant has been during the next preceding five years.

(11.) Character and extent of applicant's education.

(12.) That the applicant is not in the habit of using intoxicating liquors to excess.

(13.) That he has not been convicted of any offense against the laws of this or any other State or of the United States.

(14.) Whether married or single, and, in the former case, the number and age of members of the family dependent upon his or her support.

(15.) Such other information as may reasonably be required touching applicant's fitness for the public service.

SEC. 3. Applicants for the positions of Ward Superintendents and Assessors must have been residents not less than six months in the ward in which their duties are to be performed.

SEC. 4. No application for the position of bridge tender shall be received from any man who has not attained the age of fifty (50) years.*

SEC. 5. The Chief Examiner will give to each applicant, by mail, at least two days' previous notice of the time and place of examination.

Applicants must produce this notice at the place of examination, where it will be taken up by the Chief Examiner or other person in charge of the examination.

RULE VIII.

EXAMINATIONS.

SECTION 1. Examinations for the OFFICIAL SERVICE shall be open to all persons possessing the qualifications required by law and by these rules to entitle them to the same, and who have made due application in the form required by these rules.

SEC. 2. Examinations shall be held at such times and places as the Board shall from time to time designate.

SEC. 3. No visitors shall be admitted during examinations, except by special permission of the Chief Examiner of the Board.

SEC. 4. The subjects of examination shall be designated from time to time by the Board.

SEC. 5. The relative weight to be attached to each subject at each examination shall have regard to the importance of such a subject as a test of fitness for the particular position to which such examination relates.

SEC. 6. No person shall be entitled to a place upon an eligible list whose average standing upon a just grading in the examination, taking into consideration the relative weight given to the different subjects covered by the examination and to character and experience, shall be less than seventy-five per cent. of complete proficiency.

SEC. 7. The examinations shall be carried on under the supervision of the Chief Examiner, and shall be conducted by him personally whenever practicable.

SEC. 8. In any case where technical or special knowledge or skill is required as a qualification for the position sought, the Board may designate any suitable person or persons possessing the necessary qualification to conduct or assist in such examination.

* On February 14, 1902, changed to read thirty (30) instead of fifty (50) years.

SEC. 9. An applicant whose name is on an eligible list may take a new examination for the same position before or after his term of eligibility has expired.

SEC. 10. Every applicant present at any examination shall conform to the following instructions:

(1.) Sign your full name upon the identification sheet (Form 4), place it in the small, blue identification envelope, and seal immediately.

(2.) Do not write your name anywhere else while in the examination room.

(3.) Write your answers to Division I on the paper marked Division I, those to Division II on the paper marked Division II, etc.

(4.) Do not copy the questions on the answer sheets.

(5.) Mark each answer with the same number or letter by which the corresponding question is marked on the question sheet.

(6.) Give all calculations in full. Do not use odd paper to multiply or divide, but write all the figures that you have to use on the answer sheet. Should you detect mistakes in your figuring, cross out the wrong work and commence once more. A mistake corrected will not lower your standing.

(7.) Do not write beyond the red line on the right. This space is needed for the marking of your answers.

(8.) No applicant is permitted during any examination, in any manner whatever, to give assistance to any other applicant, or to receive assistance from any person whatever, or to communicate with any person, or to leave the room without a guard provided by the Chief examiner or his assistant.

(9.) A violation of these rules or instructions may exclude the offender from the examination and from all registers of the City Service Department.

SEC. 11. The papers of each applicant shall be marked and graded under his examination number.

SEC. 12. The identification envelope shall not be opened unless by special direction of the Board or its President, until such marking and grading have been passed upon by the Board.

After the grading is finished, the envelopes shall be opened for the purpose of ascertaining the names of the successful applicants and determining their positions upon the proper eligible list.

Whenever, in the opinion of the President, it is necessary to obtain further information regarding the character, experience or other antecedents and qualifications of the competitors, or any one of them, before the Board meets to determine the final grading, he may authorize the Chief Examiner to open the identification envelopes for the purpose of obtaining the needed addresses and references.

SEC. 13. The examination and marking of every applicant examined shall be open to inspection by such applicant.

SEC. 14. The examination papers with marking and final rating of any applicant certified for appointment may be exhibited to the respective appointing officer at the office of this Board and in the presence of the Chief Examiner.

RULE IX.

ELIGIBLE LISTS.

SECTION 1. The names of those applicants who have attained a standing of seventy-five per cent. and over at any examination shall be placed in the order of their relative standing upon a register called "eligible list."

SEC. 2. The Board may consolidate two or more eligible lists of the same kind by rearranging all the eligibles named therein according to their standing.

SEC. 3. When an applicant has been appointed to a position in the official service, his name shall be stricken from that eligible list from which he was certified.

SEC. 4. An applicant registered in any eligible list, whose appointment is rejected by the appointing officer or board, for reasons reported to the Board, may be retained on said list, unless he or she shall be thus rejected three times.

Such repeated rejection shall be sufficient cause for removing the name of such person from the eligible list.

RULE X.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Whenever an appointing board or officer shall make a requistion upon this Board for names of eligibles for appointment, the Chief Examiner shall certify to such board or officer for the vacancy

or vacancies to be filled, as many names of persons highest in standing upon the proper eligible list in the order of such standing, as fixed by Rule V.

SEC. 2. In case any office or employment requires such special qualifications that the Board is unable to comply with the requisition made with a view to an appointment to that office. they may in their discretion allow a provisional appointment to be made, subject to their approval, and to continue in force only until a proper eligible list can be obtained by examination, or until further action by the Board.

In other cases, if there be no eligible list, and a prompt appointment be required, the Board may authorize the appointing officer to select a suitable person possessing the general qualifications required of all applicants. Such person shall be subjected by the Board to a non-competitive examination, and if found qualified shall be certified for appointment.

Whenever practicable, however, a competitive examination of applicants shall be held for every office.

RULE XI.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person holding a position in the Official Service may be transferred to another position of the same class and grade, in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such transfer shall be desirable.

SEC. 2. Any person holding a position in the Official Service may be promoted to a higher grade of the same or a similar class, in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such promotion shall be for the best interest of the service.

SEC. 3. All transfers and promotions shall be subject to approval by the Board.

RULE XII.

INSPECTORS OF WORK DONE UNDER CONTRACT.

SECTION 1. No applicant shall be certified for the position of inspector of any work to be done under contract who is not a practical

and experienced workman in the branch of work over which he seeks to be made an inspector.

SEC. 2. In the case of applicants who have heretofore been employed by the city in such positions, the head of the department under which such former employment was had will be called upon for full reports as to the past record of such applicants for faithfulness, competency and efficiency, and such reports shall be made in writing. Great weight will be given such reports.

SEC. 3. Any applicant for the position of inspector of work to be done under contract, whose name shall have been placed on the proper eligible list, and who shall thereafter have received an appointment to such a position, will not again be required to make an application to the Board of City Service Commissioners; but his name shall remain upon the proper eligible list until removed therefrom by the Board for cause.

SEC. 4. Whenever any new public work is to be commenced, the inspector having the highest standing among the unemployed individuals of the eligible list of his class shall have preference, and each one shall at all times be reassigned to work in the order of his rating.

SEC. 5. But if not appointed to such position, no applicant's name shall be retained upon such eligible list for more than one year, unless he shall so request in writing and his request granted by the Board.

In case he so request, his name may be continued upon such eligible list, at the discretion of the Board, for a second year, or a shorter period of time, subject, however, to be removed therefrom at any time for cause in accordance with these rules.

DIVISION C.

Special Rules for the Government of the Labor Service.

RULE XIII.

QUALIFICATIONS OF APPLICANTS.

SECTION 1. On the written request of an appointing officer or Board in any department, the Board may direct that employment in

any designated branch of the Labor Service in such department shall be open to minors, not, however, less than fifteen years of age.

SEC. 2. Skilled mechanics must have served not less than four years as journeymen at their respective trades.

RULE. XIV.

APPLICATIONS.

SECTION 1. When the applications for work in any branch of the Labor Service are, in the opinion of the Board, sufficient in number to meet all probable demands for a period of six months or more, registration in that branch shall be suspended until again ordered by the Board.

SEC. 2. Each application shall show the following facts:

(1). That the applicant desires employment in the Labor Service of the city. If the applicant is a skilled laborer, he will specify in what particular line of work he desires to be employed, and any important specialty of his trade in which he excels.

(2.) The full name, residence and postoffice address of the applicant.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) Period of residence in the ward in which the applicant resides.

(7.) Condition of health and physical capacity for the public service.

(8.) What, if any, employment in the public service the applicant has had.

(9.) The business or employment and the residence of the applicant for the previous five years.

(10.) The name, occupation and address of the applicant's present employer, and the name, occupation and address of the applicant's last employer, the position he held and the reason why he left this position.

(11.) The character and extent of the applicant's education.

(12.) Whether the application is in the applicant's own handwriting.

(13.) If not, the name of the person who wrote it for him.

(14.) That the applicant is not in the habit of using intoxicating liquors to excess.

(15.) That he has not been convicted of any crime against the laws of this or any other State or of the United States.

(16.) Whether married or single, and in the former case, number and age of members of the family dependent upon his or her support.

(17.) Such information as may be required by the Board touching the applicant's fitness for the public service.

SEC. 3. If the applicant is not able to sign his name, he may sign his mark, which must in that case be witnessed by the person who filled out the application for him.

SEC. 4. For any service other than common labor the applicant will be required to produce a certificate from some competent person, or persons, in the same trade or occupation, of the applicant's ability to do the special kind of work in which he desires to be employed.

RULE XV.

EXAMINATIONS.

SECTION 1. Upon the return of the application blank properly filled out and signed by the applicant with his name or mark, together with the required certificates as to character, sobriety, industry and fitness, duly filled out and executed, the Chief Examiner will number the application in the order of its receipt, and either examine the applicant forthwith, or notify the applicant of the time and place of his examination.

SEC. 2. At the time and place so specified, the members of the Board, the Chief Examiner, or such persons as may be selected by the Board, shall, in such manner as the Board may prescribe, make inquiry regarding the age, residence, citizenship, character, physical condition, family, means, schooling, previous occupation, experience and skill of each applicant, and ascertain and determine whether he is qualified for the employment sought.

SEC. 3. No educational test will be required for common laborers.

SEC. 4. Before entering the name of any applicant on the eligible list, such further inquiry may be made in regard to his character and capacity as the Board may deem practicable and expedient.

SEC. 5. Each applicant shall receive a marking and credit based upon the qualifications shown by his examination and by the evidence presented of his character and fitness for the employment sought.

RULE XVI.

REGISTRATION AND ELIGIBLE LISTS.

SECTION 1. Registers shall be kept in the office of the Board for each trade and the different branches of labor in the City Service.

SEC. 2. Applicants for common or skilled labor who have been found by the Board to be qualified for the employment sought shall be entered upon the appropriate eligible lists in the order of rating fixed by the Board.

Those of the same class having equal rating shall be arranged as nearly as may be in the order of the dates of their examination.

SEC. 3. Excellence in any specialty of any class of labor or trade shall be indicated in the pertinent registers and eligible lists opposite the names of the applicants.

SEC. 4. An applicant registered in any eligible list of the Labor Service, whose appointment is rejected by the appointing officer or Board, may be retained on said list, unless thus rejected by the appointing power twice.

SEC. 5. When the eligible list of any ward is exhausted, the certifications may be made from the eligible lists of other wards.

RULE XVII.

REQUISITION, CERTIFICATION AND EMPLOYMENT.

SECTION 1. When the services of laborers are required, the appointing officer or board shall notify the Board, stating the number needed, and the particular kind of labor for which they are needed, with the compensation.

SEC. 2. The Board shall thereupon certify to the appointing officer or board the names and residences of the number of men called for, and as many more as required by Section 2 of Rule V.

SEC. 3. In the case of unskilled labor to be performed under the supervision of the Ward Superintendents, the names certified shall be those of persons who have been for six months next preceding residents of the ward in which the labor is to be performed.

RULE XVIII.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person employed in any department of the Labor Service may be transferred to similar work in any other department of

the Labor Service, or promoted to similar work in any other department of the Labor Service or to similar work in the Official Service in the same department, subject to the approval of the Board.

SEC. 2. Immediate notice of such transfer or promotion shall be given to the Board by the head of the department to which the employe is transferred, and such change, if approved by the Board, shall be certified to the Comptroller.

SEC. 3. Common and skilled laborers employed in any subdivision of public work which is divided into districts, and whose work requires special training, as in the sewerage sub-departments, water works, and park service, may be entered in the Civil List under the general heading for such subdivision, with the needed sub-headings for each district; and they may be transferred in their respective subdivisions from one district to another and re-transferred without formal notice to this Board from the appointing power.

This rule does not apply to the common laborers under Ward Superintendents.

EXHIBIT B.

REPORT

OF THE

Chief Examiner and Secretary

TO THE

BOARD OF CITY SERVICE COMMISSIONERS

OF THE

CITY OF MILWAUKEE.

JANUARY 1, 1902.

REPORT

OF THE

CHIEF EXAMINER AND SECRETARY.

MILWAUKEE, January 1, 1902.

To the Honorable the Board of City Service Commissioners:

Gentlemen: In pursuance of the requirements of the Civil Service law, I have the honor to present to you herewith my report on the work and history of the Commission for the twelve months from January 1, 1901, to December 31, 1901.

At the expiration of his second term, in July of last year, after six years of continuous service, Commissioner Charles H. Strohmeyer, who also had served as President of the Board from July, 1898 to July, 1899, retired, the Board losing thereby one of the firmest adherents of the principles of civil service reform.

The Mayor appointed Mr. Edmund Grassler to fill the vacancy. Commissioner Grassler qualified in due time and took his seat at the meeting of the Board on July 3, 1901. At the same meeting Commissioner Ernest P. Butler was elected President for the ensuing year.

The Board held thirty-seven meetings during the past year, and orally examined 327 applicants.

During this period twelve competitive examinations and one non-competitive examination were held for thirteen classes of the official service. 414 applicants were summoned by mail for examination; 337, or 81 per cent. appeared; 312, or 93 per cent. of those who appeared, finished the examination; 208 passed the examination, which is equal to 62 per cent. of those who appeared and 67 per cent. of those who finished the examination.

The fact that 62 per cent. of those who appeared passed the examination, compares favorably with the results obtained in previous years, where the average per cent. of those having passed is but 58½. It also proves the assumption wrong, that examination questions have recently become more difficult.

This supposed difficulty of our questions is further refuted by a comparison of the average percentage of those who have passed our examinations with the average percentage obtained during the year 1900 in examinations held in Chicago, Massachusetts and New York State, which is 57 per cent., or 5 per cent. less than here.

The office work has been improved upon during this year by introducing a new system of registration of all employes under the Civil Service rules, necessitating the use of a set of five volumes of the so-called Civil List Books. There is further made a review of the entire card system. The names of all former and present employes and applicants for employment under the Civil Service rules are written upon small cards, and notices about residence, position, date of examination, rating, date of certification, appointments, promotions and transfers, and the salary and changes of salary are added. These cards, alphabetically arranged, form a special ledger and enable us to ascertain all important dates of any person having had dealing with this office at the shortest possible time.

There have been no changes during this year in the rules for the Civil Service of this city, nor in the provision of the Civil Service Act, though several such changes have been suggested.

The Civil Service of Milwaukee has been subject to this act and the rules made in accordance with the same for the period of six and one-half years, and the Commissioners are careful not to attempt to make untried and hypothetical improvements upon the rules heretofore governing their conduct.

For the sake of comparison I take leave to call the attention of the Commissioners to the laws and rules governing the Civil Service in other states and cities of the Union, believing that this comparison may prove useful in several respects.

The following reports contained in the library of the Commission have been consulted for this purpose:

Eighteenth report of the State Civil Service Commission of New York. Albany, 1901.

Seventeenth annual report of the Civil Service Commission of Massachusetts. Boston, 1901.

Third annual report of the Board of City Service Commissioners of the City of New Orleans, Louisiana. New Orleans, 1901.

Rules for the appointment and promotion of the employes of the City of Indianapolis, Indiana. Indianapolis, 1894.

Municipal Civil Service of San Francisco, California. San Francisco, 1900.

Rules and Regulations of the Civil Service Commissioners of the City of Seattle, Washington. Seattle, 1900.

Civil Service Act and Rules of the United States Civil Service Commission, Washington, D. C., 1901.

Sixth annual report of the Civil Service Commissioners of Chicago, Illinois. Chicago, 1901.

Sixth annual report of the Board of City Service Commissioners of the City of Milwaukee, Wis. Milwaukee, 1901.

There are many differences in some important provisions governing the Civil Service, among them those concerning the appointment, number, salary, duties and tenure of office of the Commissioners, the requirements regarding residence of applicants, the manner in which appointments, examinations, promotions and discharges are made, the rules applying to veterans, and the supervision of pay rolls.

COMMISSIONERS.

In the United States Civil Service, the important power of appointing Commissioners is vested in the president and the senate; in the states of Massachusetts and New York, it is vested in the governor and senate; in Indianapolis, Seattle, Chicago and Milwaukee, in the mayor; in New Orleans, in the mayor and council. They may be removed from office in the United States Civil Service at the pleasure or in the discretion of the President; in Massachusetts and New York State, at the pleasure of the governor and the senate; the mayors of Indianapolis, Seattle and Chicago may remove them for cause, which must be reported to the city councils. In New Orleans the Commissioners hold their office during the term of the mayor, in Milwaukee during the entire term for which they were appointed and are not subject to removal.

The vacancies thus created are filled in the same manner as the original appointments, except in Seattle, where such vacancy is filled by the city council.

The term of office of the Commissioners is indefinite in the United States Civil Service, in New York State and in Indianapolis; three

years in Massachusetts, Chicago, Seattle; four years in Milwaukee, and during the term of the appointing powers in New Orleans.

The salary which each of the Commissioners receive annually is, in the United States Civil Service, $3,500 and traveling expenses; in Chicago, $3,000; in New York state, $2,000 and traveling expenses; in Seattle, $100, in New Orleans and Milwaukee none, and in Massachusetts $5.00 for each day's service, and traveling expenses.

Regarding the choice of persons serving as Commissioners, the President of the United States is unrestricted except that none of them shall hold any other office under the United States, and that not more than two of them shall be adherents of the same party; in Massachusetts the choice is entirely unrestricted; in New York state the choice is as free as in Washington, D. C.; in Chicago, the same; in Seattle, not more than two shall be members of the same political party; in Milwaukee the Commissioners shall hold no lucrative office or employment under the United States, the State of Wisconsin, or any municipal corporation or political division thereof, and not more than two shall be of the same political party. In Indianapolis the Commission consists of the mayor, as ex-officio chairman, two officers or employes of the city, and two other residents of the same, not more than three of them to be members of the same political party; in New Orleans the Commission consists of the mayor, the treasurer, the comptroller and two citizens appointed by the mayor.

The number of Commissioners is three in the United States Civil Service, in the States of Massachusetts and New York, in Chicago, Seattle and San Francisco, four in Milwaukee, and five in Indianapolis and New Orleans.

Everywhere it is the duty of the Commissioners to prepare suitable rules for carrying the Civil Service Act into effect, but there are some differences regarding the enactment of these rules. In the United States Civil Service the Commissioners aid the President as he may request, in preparing these rules, consequently the power of approval is vested in the President; in the State of New York and in San Francisco the rules prescribed by the Commissioners pursuant to the Civil Service act have the force and effect of law, and consequently do not need the approval of the governor or mayor; in Massachusetts the rules so prepared are subject to the approval of the governor and council; in Chicago, Seattle and New Orleans the Commissions make

the rules, which shall forthwith be printed for distribution, and it specifies the date, not less than ten days subsequent to the date of such publication when said rules shall go into operation; in Indianapolis the City Council makes the rules and the mayor approves them; in Milwaukee the rules made by the Commissioners must be approved by the mayor and go into effect as soon as this has been done.

APPLICANTS.

Everywhere the applicants for official or labor positions must be citizens of the United States; they must further, in Chicago and Seattle, be at least twenty years old, in Milwaukee twenty-one years, and they must have resided in the respective cities at least one year, except in Milwaukee, where they must have resided three years next preceding the date of their application.

EXAMINATIONS.

The laws and rules governing examinations for official or classified positions show little variety. Everywhere the examinations are to be impartial, practical in their character and with paramount regard to matters which will fairly test the relative capacity and fitness of the persons examined for the service which they seek to enter. The majority of these rules contain the further provision that no question in any examination shall relate to political or religious opinions or affiliations.

There is variety, however, in the minimum average percentage required of applicants to make them eligible to office. In Massachusetts and Indianapolis it is 65 per cent., in the United States Civil Service, in Chicago, Seattle and New Orleans it is 70 per cent., in the State of New York and in Milwaukee 75 per cent., with the further provision in the rules of Chicago that no competitor whose standing on any obligatory subject is below 60 per cent. shall be eligible for appointment.

PHYSICAL EXAMINATIONS.

Physical examinations of applicants for the classified service and of laborers, made by medical examiners, have been in a few of the places where there are Civil Service Commissions, but have been abandoned, mostly because of their expense. They are still conducted, however, in the case of candidates for the positions of police and fire-

men, besides, in Massachusetts, for those of watchmen and turnkeys in the State Prison, and in the State of New York, at the request of Hon. Geo. L. Ingraham, justice of the supreme court, for the candidates for the position of court attendant.

Everywhere the Commissioners may, in their discretion, refuse to examine an applicant, or to certify an eligible who is physically so disabled as to be rendered unfit for the performance of the duties of the position which he seeks. This disqualification is also good cause for the removal of an eligible from the service after his employment. In Massachusetts, the applicant affected by such refusal of examination or suspension or removal may appeal in writing to the Commissioners, who will take proper action thereon.

In New York State there is an extra provision to the effect that veterans shall not be incapacitated by reason of lacking physical perfection, but only when their physical weaknesses are such as to actually render them incapable of performing the duties of the office.

APPOINTMENTS.

The certifications and appointments to office present some remarkable differences.

In most places (United States Civil Service, States of Massachusetts and New York, in Seattle and San Francsico) the Civil Service officers certify the names of the three persons highest on the list, and the appointing officers may choose among them, following their own judgment or pleasure; in Milwaukee and Indianapolis the same method prevails except, however, that if the highest on the list is not appointed, a reason must be reported, though the Commission has no right to disapprove the reasons given. In Chicago the Commission certifies to the appointing office the name of but one person, the one standing highest on the list, who is required to be appointed. In New Orleans the opposite extreme prevails, the Commission certifying the names of all persons on the eligible list and the appointing officer selecting any one among them. It is noteworthy that this method was adopted after the Commission had, for two years, tried the opposite plan, as in Chicago, of obliging the appointing officer to appoint the highest on the list.

Regarding the appointment of laborers the United States Civil Service has established the rule that "laborers shall be employed in the several navy yards by the proper officers in charge with reference to

skill and efficiency, and without regard to other considerations." In Massachusetts the Commission certifies the names of veterans first and they must be appointed; if others are required, twice as many eligibles are certified as there are positions remaining to be filled, preference being given first, to those who have had experience in the department and second, to those having families dependent upon them for support. In the State of New York preference in employment is given according to date of application. The same rule applies in San Francisco. In New Orleans, in each case when laborers are wanted, the Commission certifies the names of all those registered, and the appointing officers select the necessary number; in Chicago the order of the names of laborers on the eligible list is determined by lot and the highest on this list is required to be first appointed; in Indianapolis the Secretary of the Civil Service is required to select from the list, giving preference to such as have served in the army or navy in the time of war and to those having the largest families dependent upon them for support. In Seattle the Commission certifies the names of persons upon the register, in excess of the number of men called for, by at least twenty-five per cent., giving preference to those having families dependent upon them for support; in Milwaukee the appointing officers may choose one among the three highest on list.

TERM OF ELIGIBILITY.

In the United States Civil Service, the States of Massachusetts and New York, in Indianapolis and Milwaukee, the term of eligiblity, from the eligible lists, is one year, but may be extended, in the United States Civil Service and that of Massachusetts, for another year; in New York state for a period not exceeding three years; in Indianapolis not for any additional period; in Milwaukee it may, by resolution of the Board, be discontinued at any time or continued for a shorter or longer period of time; in Seattle it is two years; in Chicago it is also two years, and the Commissioners may, after the expiration of this period, strike off names of candidates from the eligible lists; in San Francisco it is indefinite, and in New Orleans the period of eligibility expires on January 31st of each calendar year.

PROBATION.

In all the states and cities where Civil Service Commissions exist, except in Milwaukee, persons appointed to the official or classified

service serve first on probation; during a period of six months in the United States Civil Service, in the State of Massachusetts, in New Orleans and Chicago; for three months in the State of New York and the City of Seattle; for two months in Indianapolis, and for a period to be fixed by the Commissioners not exceeding six months in San Francisco. If, during this time, the services of the probationer are found to be satisfactory, his appointment is considered permanent. If not, he is discharged without further proceedings in the States of Massachusetts and New York and the City of New Orleans. In New York State he may thus be discharged at the end of the probationary period of three months, but during such term he cannot, as the Supreme Court of the state has decided, be dismissed except for cause, after an apportunity has been given him to explain. In the United States Civil Service the probationer is notified by the appointing officer that he will not receive absolute appointment because of unsatisfactory conduct and want of capacity; in Seattle, San Francisco and Chicago the appointing officer must certify the cause for dismissal to the Commissioners in writing and upon their approval the probationer is dropped from the service. In Indianapolis the appointing officer is also required to report the fact of the removal to the Secretary of the Civil Service Commission.

REMOVALS.

The procedure in case of removals from the competitive classified service is as follows:

In the United States Civil Service no removal shall be made except for just cause and for reasons given in writing; and the person sought to be removed must be given notice and be furnished a copy of such reasons, and be allowed a reasonable time to personally answer the same in writing. A copy of such reasons, notice and answer are made a part of the records of the proper department or office. It does not appear that the Service Commission must pass on these reasons; but a record of the removal must be kept by the commission.

In Massachusetts the power to remove, on the part of any officer or board, is not impaired by anything contained in the rules.

In New York State the only restrictions upon removals are that which forbids the removal of veteran soldiers, sailors and firemen without a hearing upon charges, and the general restriction, applicable to all positions, that no removal shall be in any manner affected or

influenced by the political opinions or affiliations of the party removed. Under its general power to prescribe rules for carrying into effect the provisions of the Civil Service Act, the Commission soon after the passage of the present act prescribed the following rule:

> "To secure compliance with the provisions of the Civil Service "law probihiting removals because of political opinions or affilia- "tions, and in accordance with the further provisions regarding "the removal of honorably discharged soldiers, sailors, and "marines and exempt volunteer firemen, no removal of any person "in the classified service of the state shall be valid unless and until "a statement of the causes of such removal shall be filed with the "Commission, and a copy of the same furnished to the person "sought to be removed, and until such person has been afforded "an opportunity to present an explanation in writing."

But the Court of Appeals has held that so far as public officers are concerned, the rule is in excess of the power of this Commission, and that public officers, whose term is not prescribed by the constitution or by law, may be removed by their superiors without the assignment of any cause except in so far as the legislature itself by proper statutory enactment has restricted the power of removal. Unless the legislature changes the statutes so that the power of removal is limited, the Commission can do nothing to secure incumbents as to their tenure.

In Seattle any officer or employe in the classified service may be removed by the appointing power upon the filing with the Commission of a statement in writing of the reasons therefor. Within ten days after his removal the respective officer or employe may demand an investigation, which must forthwith be made, and the finding and decision of the Commission upon which must be certified to the appointing officers; if the removal is not sustained, the officer or employe so removed is at once reinstated. In the course of any investigation, each member of the Commission has power to administer oaths, and the Commission has power to require the attendance of any officer or employe or other person, and the production of books and papers relevant to such investigation.

In Chicago, New Orleans and San Francisco, practically the same rule prevails. The Civil Service Commission finds and decides whether the removed officer is to be reinstated or not.

The Civil Service rules of Indianapolis contain no provision regarding removals except that the appointing officers shall report the same to the Commission.

The Civil Service Act regulating the Civil Service in cities of Wisconsin decrees that heads of departments shall respectively have power to remove or discharge at pleasure any person holding any subordinate office, position or employment in their respective departments.

Thus it is seen that the different Civil Service acts present almost all possible variations regarding the power of removals, from a removal at pleasure, as in Wisconsin and Massachusetts, to elaborate proceedings of investigations by the Commissions, as in Seattle, Chicago, New Orleans and San Francisco.

PROMOTIONS.

All the Civil Service Acts contain provisions regarding promotions, and all states and cities enumerated before, except Milwaukee, follow rules practically the same as the following, quoted from the rules of New York State:

> "Vacancies in positions in the competitive class shall be filled, "as far as practicable, by promotions from among persons holding "positions in a lower grade in the department, office or institu- "tion in which the vacancy exists. Promotions shall be based "upon merit and competition and upon the superior qualifications "of the person promoted as shown by his previous service, due "weight being given to seniority. But no person shall be pro- "moted to a position to which there is required an examination "involving essential tests or qualifications different from or "higher than those required for original entrance to the position "held by said person, unless he shall have passed the examina- "tion or attained a place upon the eligible list for such higher "position."

In Milwaukee promotions are made without previous competitive or non-competitive examinations for the respective positions; they are reported by the appointing officers to the Commission and require the approval of the latter.

VETERANS.

Almost everywhere the Civil Service Acts and rules contain provisions and regulations favoring soldiers, sailors and firemen who have served their country in times of war and been honorably discharged.

The United States Civil Service Act provides that persons honorably discharged from the military or naval service by reason of disability resulting from wounds or sickness incurred in the line of duty shall be preferred for appointments to civil offices, provided they are found to possess the business capacity necessary for the proper discharge of the duties of such offices; and, that in making any reduction in force or in any of the Executive Departments, the head of such department shall retain persons equally qualified who have been honorably discharged from the military or naval service of the United States, and the widows and orphans of deceased soldiers and sailors. In accordance with this regulation the Commission has adopted a rule, that persons who have served in the military or naval service of the United States in the late war of the rebellion, or the Spanish-American war, and have been honorably discharged therefrom and who attain an average percentage of sixty-five or over, shall be placed, in the order of their average percentages, at the head of the proper register of eligibles.

In New York State the term "veterans" refers to honorably discharged soldiers and sailors from the army and navy of the United States in the late civil war, who are citizens and residents of this state. Their names are the first, in the order of their rating, on all eligible lists; they shall be entitled to preference in appointment and promotion, and the persons thus preferred shall not be disqualified from holding any position in the Civil Service on account of their age or by reason of any physical disability, provided such age or disability does not render them incompetent to perform the duties of the position applied for. A refusal to give this preference is made a misdemeanor, and the respective person injured is given a right of action for damage in any court of competent jurisdiction, and also a remedy by mandamus to compel the observance of the rules. Veterans alone of all employes cannot be removed from office except for incompetency or misconduct shown after a hearing, upon due notice, upon stated charges and with the right of such employe or appointee to a review by a writ of certiorari.

In Massachusetts the word "veteran" is defined to mean a person who has served in the army or navy of the United States during the war of the rebellion and has been honorably discharged therefrom. He is not required to be a citizen and resident of the state, as in New York. Veterans may apply for examination for any position and if

they pass the examination, their names are placed first on all eligible lists and they are certified to the appointing officers as long as there are names of veterans upon the eligible lists, and the appointment must be made from the list as certified. They also may apply for appointment to or for employment in any position, without examination. Age, loss of limb or other physical impairment, which does not in fact incapacitate, does not disqualify such veteran. Appointing officers may by requisition call for the names of any or all such veterans so applying without examination, and appoint or employ any of them in the office or position sought. Employes or appointees not veterans may be discharged at pleasure, but no veteran holding an office or employment may be removed or suspended, or may without his consent be transferred from such office or employment, except after a full hearing before the mayor of a city or before the select-men of a town, and at such hearing the veteran has the right to be represented by counsel. Such removal, suspension or transfer may be made only upon the written order of the mayor or the selectmen.

In Chicago persons who have been engaged in the military or naval service of the United States during the years 1861-5, and who have been honorably discharged therefrom, are preferred for appointments to civil offices, provided they are found to possess the business capacity necessary for the proper discharge of the duties of such office and it is made the duty of the examiner or Commissioners certifying the list of eligibles who have taken the examinations provided for in this act, to place the names of such persons at the head of the list.

In New Orleans all confederate veterans with a good record are not subject to the rules and regulations of the Board of City Service Commissioners. Consequently they may be appointed to any civil office without an examination.

The Civil Service Acts and rules of Seattle, San Francisco, Indianapolis and Wisconsin contain no provisions or regulations regarding veterans, but it is customary in Milwaukee to favor veterans by adding an extra five per cent. to the average percentage obtained by them in their examinations.

CERTIFICATIONS TO DISBURSING OFFICERS AND PAY ROLLS.

There are no provisions in the laws and rules governing the United States Civil Service or that of Massachusetts regarding first, the certification to the comptrollers, treasurers or other disbursing officers of

changes in the service or second, the supervision or certification of pay rolls.

In most of the other places under Civil Service the laws and rules are essentially the same as in the City of Milwaukee, viz., that notices of all changes in the service, including appointments, promotions, transfers and separations from service shall be certified to the Comptroller, and that no officer or agent of the city shall pay any person subject to the rules adopted by the Civil Service Commissioners, any salary or wages for services as an officer or employe of the city, before the appointment of such person has been certified by the Board to the Comptroller or after the vacation of such person's office or employment shall have been so certified. The pay rolls, open to inspection, are compared each month with the books kept in the Civil Service offices and any discrepancies between the two are brought to the notice of the Commissioners.

In New York State the powers of the Civil Service Commissioners are different in that heads of departments are required to furnish the Commissioners, at least five days before payment is to be made, pay rolls in duplicate, and that the comptrollers and treasurers each receive one of those copies, certified by the City Service Commissioners. No salary may be paid before such certified pay rolls are received by the comptrollers and treasurers. The City Service Commission, consequently, does not notify the comptroller of changes in the service except through the certified pay rolls, and the responsibility for unlawful payments is thereby, at least in part, shifted from the disbursing officers to those of the Civil Service.

CONCLUSION.

The fact that the constitution of the United States leaves to the different states of the Union perfect freedom in the regulation of their civil affairs is responsible for the variety of a great number of the most important provisions, regulations and laws of the Civil Service. Each state works out its own salvation, but experience and history show, that new state constitutions, amendments thereto, changes in the legislation of states, cities and towns are seldom made without the legislators having investigated similar provisions in other territories, and quite frequently laws in force elsewhere, if found to have worked satisfactorily, are more or less closely copied. Thus with the rules of

the Civil Service. The review just offered shows that certain portions of the acts or rules are quite frequently copied almost literally.

Suppose a convention of all the Civil Service Commissioners in the Union were held, for the purpose of making the rules uniform everywhere, what might be the compromise adopted by a majority of the convening members? Perhaps the following:

The Commissioners are to be appointed by the highest executive officer, by and with the consent of the highest legislative body. They are to receive a salary which is adequate to the time and the services required of them. They are to be selected from among persons serving in no other official capacity and who are devoted to the principles of Civil Service reform. Their number is to be five, and not more than two of them are to be members of the same political party so as to prevent, so far as possible, that the dictates of party politics shall be introduced and entered into the very heart of the Civil Service. Their term of office is to be five years. They are to be removed only for cause and after an opportunity to be heard before a proper court of justice.

Applicants are to be citizens of the United States, of legal age, and be residents in the state or city where they apply, at least one year next preceding date of application.

Examinations are to be impartial, practical in their character and with paramount regard to matters which will fairly test the relative capacity and fitness of the persons examined for the service which they seek to enter. No question in any examination is to relate to political or religious opinions or affiliations.

The minimum average percentage entitling candidates to eligibility for office is to be 70 per cent.

Candidates for police and firemen, or for any other position, which, in the judgment of the Commissioners, must be filled by vigorous and physically active persons, are to be examined as to their health and physical capacity by medical examiners.

The period of elegibility is to be one year, but it may, by resolution of the Commissioners, be discontinued at any time or continued for a shorter or longer period of time.

Appointments are to be made by free choice of the appointing officer or power from among the three persons standing highest on the eligible list.

Promotions are to be made only after competitive examinations open to all persons occupying a position in the next lower grade, every appointee to serve a probationary period of four months, during which time he is to be subject to removal for cause approved by the Civil Service Commissioners. Employes who are permanently appointed are to be removed only for cause communicated in writing to the Commission and to the employes themselves and the latter are to have the right to a hearing before the Commission who has jurisdiction of removal or reinstatement.

Veterans are to be given a credit of five per cent. added to their average percentage obtained in examination.

The City Service Commission is to certify to comptrollers or other disbursing officers all changes in the service and no salary or wages is to be paid any person subject to the rules adopted by the City Service Commissioners before the appointment of such person has been certified to the disbursing officers or after the vacation of such person's office or employment shall have been so certified.

FINANCIAL STATEMENT FOR THE YEAR.

From January, to December 31, 1901.

CIVIL SERVICE FUND:		
Appropriation for 1901	$2,500 00	
Total balance City Treasurer's office	1,626 88	
DISBURSEMENTS:		
Printing Report and Blank Forms		$181 80
Typewriter and Mimeograph supplies		14 25
Stationery		19 60
Office fixtures and furniture		158 63
Telephone service		72 00
Advertising examinations		31 84
Postage		70 00
Salaries		3,105 96
Balance on hand December 31, 1901		472 80
	$4,126 88	$4,126 88

STATISTICS OF APPLICANTS

FOR THE

OFFICIAL SERVICE.

January 1, 1901, to December 31, 1901, inclusive.

A.	Total number of applicants	376
B.	Dropped for non-appearance or other reasons	23
C.	Examined during the above period	337
D.	Not yet examined, awaiting examination	212
E.	Married	217
F.	Single	159
G.	Native born	273
H.	Foreign born	103
I.	Veterans	10
J.	Women	21
K.	Average age	33.6 years

NATIVITY OF 376 OFFICIAL APPLICANTS.

NATIVE BORN.

Milwaukee	144	Pennsylvania	2
Wisconsin (exclusive Milwaukee)	85	Alabama	1
New York	10	California	1
Ohio	7	Connecticut	1
Illinois	6	Kentucky	1
Iowa	4	Maine	1
Indiana	3	Massachusetts	1
Minnesota	3	Michigan	1
Missouri	2		273

About 73% native born.

FOREIGN BORN.

Germany	57	Russia	2
Austria-Hungary	8	Scotland	2
Ireland	7	Denmark	1
England	5	Europe (country not given)	1
Norway	5	Luxemburg	1
Switzerland	4	Malta	1
Canada	3	Sweden	1
France	2	Wales	1
Holland	2		103

Total, 376.

About 27% foreign born.

(In giving percentages in statistical tables fractions are omitted.)

RESIDENCE IN UNITED STATES.

No. of Applicants.	Years.	No. of Applicants.	Years.
6	6 to 10	21	41 to 45
9	11 to 15	17	46 to 50
47	16 to 20	16	51 to 55
93	21 to 25	8	56 to 60
66	26 to 30	—	
60	31 to 35	376	
33	36 to 40		

AGE OF APPLICANTS.

No. of Applicants.	Years.	No. of Applicants.	Years.
21	16 to 20	18	46 to 50
90	21 to 25	28	51 to 55
63	26 to 30	19	56 to 60
61	31 to 35	5	61 to 65
43	36 to 40	—	
28	41 to 45	376	

EXAMINATIONS IN THE OFFICIAL SERVICE

During the year 1901.

Date of Examination.	Position Sought.	Applicants Inv. to Appear	Applicants Appeared	Did not finish	Finished	Highest Rating	Lowest Rating	Failed	Passed
1901	Competitive.								
Jan. 4..	Tax Assessor.....	18	16	1	15	97.961	45.658	10	5
Jan. 25..	Tax Assessor.....	17	17	0	17	93.833	47.656	6	11
Feb. 15..	Stenotyper (male).....	6	6	1	5	95.829	79.250	0	5
Apr. 5..	Ward Superintendent.....	22	22	1	21	93.844	35.400	8	13
Apr. 12&19	Meter Reader.....	203	156	16	140	94.840	50.090	44	96
Apr. 26..	Tax Assessor, 4th Ward.....	11	11	0	11	92.499	58.722	7	4
Apr. 26..	Tunnel Inspector.....	9	9	2	7	89.633	55.758	1	6
May 21..	Clerk, 1st and 2nd Grade.....	47	40	1	39	96.925	59.760	11	28
May 31..	Assistant Mechanical Engineer	17	15	1	14	90.213	62.663	2	12
June 14..	Library Assistant.....	21	15	1	14	93.760	50.213	5	9
Nov. 8..	Elevator Operator.....	24	17	0	17	93.558	26.863	4	13
Nov. 15..	Paving Inspector.....	18	12	1	11	98.250	53.205	6	5
		413	336	25	311	98.250	26.863	104	207
1901	Non-competitive.								
Nov. 20..	Meter Reader.....	1	1	0	1	.....	.....	0	1
		414	337	25	312	98.250	26.863	104	208

PERCENTAGES ATTAINED BY APPLICANTS WHO FINISHED THE EXAMINATION.

4 applicants attained.....95 to 100%
45 applicants attained.....90 to 95%
56 applicants attained.....85 to 90%
58 applicants attained.....80 to 85%
45 applicants attained.....75 to 80%
104 applicants attained less than..... 75%

312

During the year 1901, 414 applicants were called by mail for examination; 337, or 81% appeared; 312, or 93% of those who appeared finished the examination; 208 passed the examination, which is equal to 50% of those called, 62% of those who appeared, and 67% of those who finished.

NATIVITY OF OFFICIAL ELIGIBLES.

December 31, 1901.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	158	Germany	61
Wisconsin (exclusive Milwaukee)	106	Ireland	15
New York	14	England	8
Ohio	12	Austria-Hungary	7
Illinois	4	Norway	6
Michigan	4	Scotland	6
Indiana	3	Canada	5
Iowa	3	France	3
Massachusetts	3	Netherlands	2
Pennsylvania	3	Sweden	2
Maine	2	Switzerland	2
Minnesota	2	Holland	1
Missouri	2		118
Kentucky	1		
Maryland	1		
New Jersey	1		
United States	1		
	320		

Total, 438.

73% Native Born. 27% Foreign Born.

APPOINTMENTS IN THE OFFICIAL SERVICE.

During the Year 1901.

To Take Effect.	Name.	Position.
1901	SCHOOL DEPARTMENT.	
Jan. 1....	D. H. McKown.....	Janitor 7th District School,
May 10....	Bernard R. Albers.....	Janitor 18th Ward Barracks.
	TAX DEPARTMENT.	
Jan. 15...	Frank Himmelstein....	Assistant Assessor 19th Ward.
Feb. 5....	Fred H. Graper..... ..	Assistant Assessor 8th Ward.
Jan. 18....	Henry J. Mengel.....	Assessor 10th Ward.
Jan. 18....	Clemence J. Billerbeck.	Assessor 21st Ward.
May 9....	John H. Friar.....	Assessor 4th Ward.
	PUBLIC WORKS DEPARTMENT.	
Jan. 16....	Michael Schlehlein....	Superintendent 1st Ward.
Apr. 1....	Anton Theusch.....	Superintendent 22nd Ward.
Apr. 22....	Chas. F. Puls.....	Superintendent 23rd Ward.
Apr. 17....	Fred C. Kraatz.....	Inspector of Public Buildings.
Sept. 2....	Geo. J. Dunn.....	Inspector of Public Buildings.
Sept. 2....	Henry A. Kulas.....	Inspector of Public Buildings.
May 10....	Edward J. Bowler.....	Tunnel Inspector.
May 9....	Toefil Szukalski.....	Tunnel Inspector.
May 9....	Thomas Ryan.....	Tunnel Inspector.
May 9....	Ignatz Tiefenthaler ...	Tunnel Inspector.
June 4....	William H. Schacht...	Clerk.
Aug. 2....	Edward F. Loose	Assistant Superintendent West Side Natatorium.
Oct. 15....	Jacob Reiss.....	Bridge Tender.
Nov. 1...	Angus McLellan.....	Bridge Tender.
	CITY ENGINEER'S DEPARTMENT.	
Mch. 4....	Robert E. Hasselkus...	Assistant Plumbing Inspector.
Mch. 1....	Joseph M. Carney.....	Stenographer.
Apr. 27....	Daniel Hunter.....	Assistant Engineer Jones Island.
Aug. 5....	Emil A. Roloff.....	Chainman.
	PUBLIC MUSEUM DEPARTMENT.	
Mch. 2....	Wm. B. Brickner.....	Special Clerk.
	PUBLIC LIBRARY DEPARTMENT.	
June 24....	Adele Fritz.....	Evening Assistant.
Nov. 15....	Flora E. Weed.....	Assistant.
Dec. 12....	Katherine Brigham....	Substitute Assistant.
Dec. 12....	Anne B. McClure	Substitute Assistant.
June 27....	Edna Phipps.....	Substitute Page.

APPOINTMENTS IN THE OFFICIAL SERVICE—CONTINUED.

During the Year 1901.

To Take Effect.	Name.	Position.
1901	PARK DEPARTMENT.	
May 7....	Adam E. E. Otto	Park Police.
June 1....	Anton Ausmacher.....	Park Police.
	WATER REGISTRAR'S DEPARTMENT.	
May 16 ..	Harry B. Hein..... ..	Meter Reader.
	HEALTH DEPARTMENT.	
July 1....	James M. Calligan.....	Sanitary Inspector.

PROMOTIONS IN THE OFFICIAL SERVICE.

For the Year 1901.

To Take Effect.	Name.	Position and Department.
1901	PARK DEPARTMENT.	
Jan. 11....	Frank P. Schumacher..	Stenographer City Engineer's Department to Secretary Park Department.
June 15....	William Martin.....	Subforeman Kosciuszko Park to Foreman Lake and Riverside Parks.
July 6....	Theodore Gerlach.....	Subforeman to Foreman Humboldt Park.
July 6....	John Fojut.....	Laborer Mitchell Park to Foreman Kosciuszko Park.
	CITY ENGINEER'S DEPARTMENT	
Mch. 1....	Louis Schunck.....	Assistant Plumbing Inspector to Superintendent of Meters and Distribution.
Aug. 1...	Fred Hornbach.....	Laborer to Division Engineer.
Aug. 1....	Arthur H. Schneider...	Rodman to Leveler.
Aug. 1....	James C. Berenson.....	Chainman to Rodman.
June 4....	Jacob J. Horsch.....	House Drain Inspector Public Works Department to Assistant Plumbing Inspector City Engineer's Department.
	PUBLIC WORKS DEPARTMENT.	
Jan. 1....	Thos. Emerson.....	Inspector of Brick Sewers to Assistant Superintendent of Sewers.
July 1....	Charles Peak.....	Helper Bridge Repair Subdepartment to Bridge Tender.
July 8....	F. K. Phillips.....	House Drain Inspector Contract Work to House Drain Inspector Sewer Subdepartment.
July 10....	F. G. Adams.....	Inspector of Pipe Sewers to House Drain Inspector Sewer Subdepartment.
Sept. 5....	Byron P. McGarigle....	Inspector of Street Sweeping to Inspector of Brick Paving.
Sept. 11....	Edward Fueger.....	Inspector of Street Sweeping to Inspector of Brick Paving.
Sept. 25....	M. J. Cannon.....	Inspector of Street Sweeping to Inspector of Brick Paving.
Oct. 1....	David McKeith.....	Electrician City Hall to City Electrician.
	TAX DEPARTMENT.	
Mch. 15....	Fred H. Graper.....	Assistant Assessor 8th Ward to Assessor 23rd Ward.
Mch. 15....	Frank Himmelstein....	Assistant Assessor 19th Ward to Assessor same Ward.

CHANGES IN THE OFFICIAL SERVICE

During the year 1901.

Appointments	35	Resignations	9
Promotions	15	Deaths	6
Promotions from Labor to Official Service	4	Discharges	4
Transfers	34	Office abolished	1
Increase of Salary (excepting promotions and transfers)	86	Emergency appointments	41
			235

NATIVITY OF APPOINTEES IN THE OFFICIAL SERVICE

During the year 1901.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	18	Germany	3
Wisconsin (exclusive Milwaukee)	4	Scotland	2
Illinois	2	Austria-Hungary	1
New York	2	Canada	1
Connecticut	1	Ireland	1
	27		8

Total, 35.

77% Native Born. 23% Foreign Born.

STATISTICS OF APPLICANTS FOR THE LABOR SERVICE

During the year 1901.

A.	Total number of applicants	197
B.	Married	156
C.	Single	41
D.	Veterans	6
E.	Women	10
F.	Native born	42
G.	Foreign born	155
H.	Can read and write English	109
I.	Can read and write foreign languages	137
J.	Can not read and write any language	14

STATISTICS OF APPLICANTS FOR SKILLED LABOR

During the year 1901.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	5	Germany	2
		England	1
		Holland	1
		Ireland	1
		Norway	1
			6

Total, 11.

45% Native Born. 55% Foreign Born.

RESIDENCE IN U. S.		AGE.	
No. of Applicants.	Years.	No. of Applicants.	Years.
2	21 to 25	1	21 to 25
4	26 to 30	3	26 to 30
3	31 to 35	2	31 to 35
1	36 to 40	1	36 to 40
1	46 to 50	1	46 to 50
11		2	51 to 55
		1	56 to 60
		11	

Have families dependent upon them for support	7
Freeholders	2

Can read and write English and German	5
Can read and write English	4
Can read and write English and Dutch	1
Can read and write English and Norwegian	1
	11

STATISTICS OF SKILLED LABOR ELIGIBLES.

December 31, 1901.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	23	Germany	59
Wisconsin (exclusive Milwaukee)	8	Norway	6
New York	6	Austria-Hungary	5
Illinois	1	Denmark	2
Michigan	1	Ireland	2
Pennsylvania	1	Canada	1
Ohio	1	Holland	1
Vermont	1		76
	42		

Total, 118.

36% Native Born. 64% Foreign Born.

AGE OF SKILLED LABOR ELIGIBLES.

No. of Eligibles.	Years.	No. of Eligibles.	Years.
13	21 to 25	25	46 to 50
13	26 to 30	17	51 to 55
11	31 to 35	8	56 to 60
14	36 to 40		
17	41 to 45	118	

Have families dependent upon them for support	98
Freeholders	48
Veterans	1

Can read and write English and German	63
Can read and write English	24
Can read and write German	19
Can read and write English and Norwegian	3
Can read and write Polish	2
Can read and write English, German and French	1
Can read and write English, German and Polish	1
Can read and write English and Dutch	1
Can read and write German and Polish	1
Can read and write German and Bohemian	1
Can read and write Norwegian	1
Can not read and write any language	1
	118

STATISTICS OF APPLICANTS FOR COMMON LABOR

During the year 1901.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	18	Germany	105
Wisconsin (exclusive Milwaukee)	10	Ireland	19
New York	3	Austria-Hungary	9
Illinois	2	Italy	4
Michigan	2	England	3
Massachusetts	1	Russia	2
Ohio	1	Sicily	2
	37	Switzerland	2
		Belgium	1
		Holland	1
		Wales	1
			149

Total, 186,

20% Native Born. 80% Foreign Born.

RESIDENCE IN U. S.		AGE.	
No. of Applicants.	Years.	No. of Applicants.	Years.
1	3 to 5	2	16 to 20
14	6 to 10	10	21 to 25
20	11 to 15	8	26 to 30
38	16 to 20	12	31 to 35
23	21 to 25	20	36 to 40
28	26 to 30	24	41 to 45
22	31 to 35	16	46 to 50
9	36 to 40	21	51 to 55
11	41 to 45	28	56 to 60
5	46 to 50	24	61 to 65
7	51 to 55	17	66 to 70
5	56 to 60	3	71 to 75
2	61 to 65	1	76 to 80
1	66 to 70	186	
186			

Have families dependent upon them for support	149
Freeholders	80
Veterans	6

Can read and write English and German	49
Can read and write German	45
Can read and write English	42
Can read and write Polish	14
Can read and write German and Polish	6
Can read and write English, German and Polish	4
Can read and write Italian	4
Can read and write English and Polish	2
Can read and write Bohemian	2
Can read and write German and Bohemian	1
Can read and write English and Italian	1
Can read and write English and Welsh	1
Can read and write Dutch	1
Can not read and write any language	14
	186

LABOR ELIGIBLE LISTS.

In force December 31, 1901.

SKILLED LABORERS.

Blacksmiths	3	Masons and Plasterers	8
Bridge Carpenters	10	Painters	14
Bridge Painter	1	Plumbers	3
Carpenters and Cabinet Makers	54	Slater	1
Gardeners	17	Steamfitters	2
Locksmiths	1	Tinner	1
Machinists	2	Tree Trimmer	1

MISCELLANEOUS SPECIAL COMMON LABORERS.

Bridge Helpers	6	Park Laborers	76
Bridge Laborers	5	Paster in Bindery	1
Boatmen	6	Pavers	7
Caulker's Helper	1	Pipe Layers	2
Cleaners Pub. Bldgs. (male)	39	Pound Driver	1
Cleaners at Pumping Stations	6	Scrubwomen	22
Helpers at Pumping Stations	11	Sewer Cleaner	1
Laborers at Pumping Stations	7	Sewer Digger or Miner	1
Coal Passers	24	Sewer Laborers	15
Electrician's Helpers	1	Steamfitter's Helper	1
Laborers, Public Library	3	Teamsters	3
Laborers, School Repair Dept	2	Water Dept.—Helpers	35
Machinists' Helpers	2	Water Dept.—Laborers	6
Masons' Helpers	1	Water Dept.—Turn-on-and-off men	19
Meter Repairers	18		
Office Cleaners (female)	56		

WARD LABORERS.

First Ward	8	Thirteenth Ward	30
Second Ward	11	Fourteenth Ward	23
Third Ward	5	Fifteenth Ward	5
Fourth Ward	8	Sixteenth Ward	1
Fifth Ward	11	Seventeenth Ward	11
Sixth Ward	9	Eighteenth Ward	22
Seventh Ward	3	Nineteenth Ward	4
Eighth Ward	6	Twentieth Ward	23
Ninth Ward	28	Twenty-first Ward	18
Tenth Ward	20	Twenty-second Ward	19
Eleventh Ward	31	Twenty-third Ward	9
Twelfth Ward	19		

APPOINTMENTS IN THE LABOR SERVICE

During the Year 1901.

WARD LABORERS.

To Take Effect.	Name.	No. of Ward.	Position.
1901			
July 22....	John Puerner.....	1st	Common Labor.
Apr. 21....	Joseph Serio.....	3rd	Common Labor.
Apr. 21....	Wm. Tolson.....	3rd	Common Labor.
Apr. 21....	Joseph Cusamano.....	3rd	Common Labor.
Oct. 9....	Frank Ross.....	3rd	Common Labor.
Oct. 10....	Antonio DiTolvie.....	3rd	Common Labor.
Oct. 10....	Carmelo Corrado.....	3rd	Common Labor.
Oct. 10....	James Molloy.....	3rd	Common Labor.
Oct. 21....	John M. Daly.....	3rd	Common Labor.
Jan. 12....	Aug. Beckmann.....	4th	Common Labor.
Jan. 12....	James McCarthy.....	4th	Common Labor.
Jan. 12....	Michael Flynn.....	4th	Common Labor.
Apr. 19....	Anton Reger.....	4th	Common Labor.
Apr. 20....	Michael M. Foley.....	4th	Common Labor.
Apr.. 20....	James O Neill	4th	Common Labor.
July 15....	John Gallen	4th	Common Labor.
Aug. 10....	Christopher Ryan.....	4th	Common Labor.
Aug. 10....	Paul Glautching.....	4th	Common Labor.
Aug. 10....	John Mulhaney.....	4th	Common Labor.
Aug. 12....	Chas Fitzgerald.....	4th	Common Labor.
Mch. 5....	Mich Mundt.....	6th	Common Labor.
Mch. 5....	Hersh Fe dman.....	6th	Common Labor.
Mch. 5....	Frederich Klix.....	6th	Common Labor.
Mch. 5....	Herman Metzenheim	6th	Common Labor.
May 1....	Jos. Guber	6th	Common Labor.
May 1....	John Deckelman.....	6th	Common Labor.
May 1....	Jacob Schoen	6th	Common Labor.
Sept. 13....	John Stork.....	6th	Common Labor.
June 17....	Mark Kendall.....	7th	Common Labor.
Apr. 4....	Louis Cordes.....	8th	Common Labor.
Apr. 4....	Friedrich Treichel.....	8th	Common Labor.
Apr. 4....	Johann Hintz	8th	Common Labor.
Aug. 13....	Anton Maye	8th	Common Labor.
May 13....	Jacob Thomas.....	12th	Common Labor.
Apr. 16....	John C. Roddy.....	13th	Paver.
Sept. 3....	John Urban.....	13th	Common Labor.
Sept. 3 ...	Joseph Stosik.....	13th	Common Labor.
Sept. 4....	Anton Wroblewski.....	13th	Common Labor.
Sept. 5....	Andrew Kowalewski.....	13th	Common Labor.
July 17....	Matonsz Fabich.....	14th	Common Labor.
July 17....	August Ryczek.....	14th	Common Labor.
July 8....	James Peppard	15th	Common Labor.
July 8....	Joseph Diezinski.....	15th	Common Labor.
July 8....	Henry W Grantz.....	15th	Common Labor.
Mch. 14....	Thomas Ford.....	16th	Common Labor.
Mch. 14. ...	Michael Henry Daley.....	16th	Common Labor.
Mch. 14...	James O'Connor.....	16th	Common Labor.
May 21....	Daniel Smith.....	16th	Common Labor.

APPOINTMENTS IN THE LABOR SERVICE—CONTINUED.

For the Year 1901.

WARD LABORERS.

To Take Effect.	Name.	No. of Ward.	Position
1901			
Apr. 15....	John Drzowicki.....	18th	Common Labor.
Apr 15....	John Senger.....	18th	Common Labor.
Apr. 17 ...	Franz Herkowski.....	18th	Common Labor.
Apr. 19....	John Plata.....	18th	Common Labor.
Feb. 9....	Ferdinand Krueger.....	19th	Common Labor.
Feb. 9....	Wilhelm Radke.....	19th	Common Labor.
Feb. 9....	Math Zimmer.....	19th	Common Labor.
Feb. 9....	Nicholas Eruser.....	19th	Common Labor.
Apr. 4....	Geo. Stich.....	19th	Common Labor.
Apr. 4....	Wilhelm Koehler.....	19th	Common Labor.
Apr. 4....	Christian Schmitz.....	19th	Common Labor.
Apr. 4....	Lukas Riedl.....	19th	Common Labor.
Apr. 4....	Fred. Eichler.....	19th	Common Labor.
Apr. 4....	Anton Janowitz.....	19th	Common Labor.
Aug. 7....	August Urbanke.....	19th	Common Labor.
Aug. 8....	Jacob Kalitz.....	19th	Common Labor.
Oct. 29....	Chas. Tacke.....	19th	Common Labor.
July 9....	Wm. F. Rathke.....	21st	Common Labor.
July 16....	Jacob Lemanzyk.....	21st	Commou Labor.
Sept. 16....	Chas. Schrubbe.....	22nd	Common Labor.
Apr. 29....	Jos. Kresl.....	23rd	Common Labor.
Apr. 29....	John Gebert.....	23rd	Common Labor.
Apr. 29....	Heinrich Seger.....	23rd	Common Labor.
May 4....	Wm. Birk.....	23rd	Common Labor.
May 4....	Christian Luckman.....	23rd	Common Labor.
May 4....	John Hogan.....	23rd	Common Labor.
July 15....	Gottlieb Patzke.....	23rd	Common Labor.

SCHOOL REPAIR DEPARTMENT.

To Take Effect.	Name.	Position.
1901		
Mch. 9....	Wm. Mattews.....	Gas Engine Repairer and Steam Fitter.
Mch. 22....	Nicholas J. Riemer....	Steam Fitter's Helper.
Sept. 24....	Chas. Schumacher.....	Carpenter.
Sept. 30....	Leopold Block.....	Carpenter.
Oct. 1...	August Radmer.....	Carpenter.
Oct. 2....	F. W. Gaeth.....	Carpenter.
Oct. 3....	John Linehan.....	Carpenter.
Sept. 1....	Frank Koplin.....	Laborer.
Sept. 1....	Wm. Rockteschel.....	Laborer.
Oct. 7....	Richard Holzt.....	Laborer.

APPOINTMENTS IN THE LABOR SERVICE—Continued.

During the year 1901.

MISCELLANY.

To Take Effect.	Name.	Position.	Place of Employment.
1901.			
June 8....	Carl Bartz.....	Laborer	Sewer Sub-Dept.
June 8. ..	John Lindermeyer..	Laborer	Sewer Sub-Dept.
June 8....	Gottlieb Mueller....	Laborer	Sewer Sub-Dept.
June 8....	Edward McGinu....	Laborer	Sewer Sub-Dept.
Aug. 21....	Harry Fowles..	Mason	Sewer Sub-Dept.
Apr. 5....	Henry L. Hoehl	Meter Repairer.....	Meter and Distribution Sub-Dept.
Apr. 5....	Frank Sims.....	Meter Repairer.....	Meter and Distribution Sub-Dept.
May 22....	George Hautmann..	Laborer	Meter and Distribution Sub-Dept.
June 14....	John Schneider....	Laborer	Meter and Distribution Sub-Dept.
July 6....	Fred. Doering.....	Laborer	Meter and Distribution Sub-Dept.
Aug. 1....	Jos. Chirkowski. ...	Laborer	Meter and Distribution Sub-Dept.
Aug. 1....	Frank Lobotzki.....	Laborer	Meter and Distribution Sub-Dept.
Nov. 8....	John Czaja.....	Laborer	Meter and Distribution Sub-Dept.
Feb. 1....	Louis Ahlhauser....	Electrician's Helper....	Bridge Repair Sub-Dept.
May 23 ..	Edwin Biersach.....	Electrician's Helper....	City Hall.
Dec. 1....	Louis Janssen.....	Electrician's Helper....	City Hall.
Jan. 12 ..	Johan Ollenburg....	Cleaner	City Hall.
May 6....	Pauline Peck.....	Office Cleaner....	City Hall.
May 7....	Bertha Poetter.....	Office Cleaner.....	City Hall.
June 22 ...	Lena Weber.....	Substitute Scrubwoman.	Public Library.
Oct. 4....	Helen W. Salchow..	Scrubwoman	Public Library.
Dec. 19....	Minnie Stephan....	Sub. Paster in Bindery.	Public Library.
Apr. 8....	Kitty Keefe.....	Laundress	Johnston Emergency Hospital.
Apr. 16 ...	Cora. McCormack...	Domestic	Johnston Emergency Hospital.
June 1....	Elizabeth Breen....	Domestic	Johnston Emergency Hospital.
Apr. 16....	Theresa Mahlke....	Cook.....	Johnston Emergency Hospital.
May 14....	August Nelson.....	Painter.....	Bridge Repair Sub-Dept.
Sept. 25....	Rudolph Seifert....	Painter.....	Bridge Repair Sub-Dept.
June 1....	Charles Peak.....	Helper	Bridge Repair Sub-Dept,
June 8 ...	Albert Nelson.....	Laborer	Bridge Repair Sub-Dept.
May 26....	Isaac Evenson.....	Boatman.....	Humboldt Park.
June 10....	Joseph Haag.....	Boatman.....	Mitchell Park.
Jnne 1....	Patrick J. Rice.....	Laborer	Juneau Park.

SEPARATIONS FROM THE LABOR SERVICE.

Reported to this Office during the Year 1901.

INCLUDING DEATHS, RESIGNATIONS AND DISCHARGES.

WARD LABORERS.

To Take Effect.	Name.	No. of Ward.	Position.
1897			
Oct.	Andrew Holverson	2nd	Common Labor,
1898			
Nov. 1	Herman Goldbeck	8th	Common Labor.
1901			
Feb. 28	Joseph H. Bong	1st	Common Labor.
June 6	Heinrich Knorr	1st	Common Labor.
July 15	Patrick Cary	1st	Common Labor.
July 31	Lukas Riedl	1st	Common Labor.
Jan. 20	Michael Burke	4th	Common Labor.
Apr. 8	Friedrich Radke	6th	Common Labor.
Feb. 22	Gottlieb Schubert	7th	Common Labor.
June 14	Hermann Leonhardt	7th	Common Labor.
Dec. 2	Wenzel Zwonar	9th	Common Labor.
June 4	Aug. Roeke	10th	Common Labor.
June 4	Phillip Ziemer	10th	Common Labor.
July 6	Heinrich Behrens	10th	Common Labor.
Jan. 2	Joseph Loczkowski	11th	Common Labor.
Apr. 12	Konstanty Michalski	12th	Common Labor.
Jan. 13	Henry Osenbrugge	13th	Common Labor.
Oct. 31	Carl W. Venz	13th	Common Labor.
June 4	Alexander Paradowski	14th	Common Labor.
June 16	Frank Crutza	14th	Common Labor.
July 19	Franz Bademann	14th	Common Labor.
July 3	August Behl	15th	Common Labor.
July 3	Ludwig J. Wolter	15th	Common Labor.
Aug. 1	Henry W. Grantz	15th	Common Labor.
Jan. 27	Wm. P. Robinson	16th	Common Labor.
Oct. 5	Herman Ganski	17th	Common Labor.
Oct. 5	Fred. Noehring	17th	Common Labor.
Oct. 5	Patrick Chas. Kearns	17th	Common Labor.
Jan. 12	Michael Corszewski	18th	Common Labor.
July 10	Heinrich Dorn	19th	Common Labor.
July 10	Anton Janowitz	19th	Common Labor.
July 10	Wilhelm Koehler	19th	Common Labor.
July 10	Geo Stich	19th	Common Labor.
Aug. 8	Christian Schmitz	19th	Common Labor.
Dec. 10	Martin Jaeger	19th	Common Labor.
Dec. 20	Christian Luckman	23rd	Common Labor.
Dec. 20	Joseph Kresl	23rd	Common Labor.

SEPARATIONS FROM THE LABOR SERVICE—Continued.

SCHOOL REPAIR DEPARTMENT.

To Take Effect.	Name.	Position.
1901		
Feb. 8....	Herman Irmer	Carpenter.
Oct. 7....	Chas. Humboldt	Carpenter.
Oct. 7....	Lebrecht Hardtke	Carpenter.
Oct. 7....	Ferd Zahn	Carpenter.
Oct. 7....	Ferd Smith	Carpenter.
Oct. 7....	John P. Stroesser	Carpenter.
Oct. 7....	Wm. Prahl	Carpenter.
Oct. 7....	Rud. Bitter	Carpenter.
Oct. 7....	John G. Eckelmann	Carpenter.
Oct. 8....	Carl Ernst	Carpenter.
Oct. 8....	Ferd. Patzke	Carpenter.
Oct. 8....	Peter Nelson	Carpenter.
Oct. 8....	Chas. Larsen	Carpenter.
Oct. 8....	Chas. A. Peterson	Carpenter.
Oct. 8....	Fred. A. Knoop	Carpenter.
Oct. 8....	Fred. Coelln	Carpenter.
Oct. 8....	Chas. Naulin	Carpenter.
Oct. 8....	Mich. Suess	Carpenter.
Oct. 8....	Alex. Niermann	Carpenter.
Oct. 8....	Alb. H. Poiron	Carpenter.
Oct. 8....	Peter Grimm	Carpenter.
Oct. 8....	Julius R. Huebner	Carpenter.
Oct. 8....	John J. Richards	Carpenter.
Oct. 8....	Henry Klein	Carpenter.
Oct. 8....	Henry Faber	Carpenter.
Oct. 8....	Alex. Papke	Carpenter.
Oct. 8....	Rich. G. Zierfus	Carpenter.
Oct. 8....	Adolph Kaiser	Carpenter.
Oct. 8....	Frank Saager	Carpenter.
Oct. 7....	Wm. Schroeder	Laborer.

SEPARATIONS FROM THE LABOR SERVICE—Continued.

MISCELLANY.

To Take Effect.	Name.	Position.	Place of Employment.
1901			
May 8....	Mich. Lamanczik...	Laborer.....	Meter and Distribution Sub-Dept.
May 8....	Jul. Hemke.....	Laborer.....	Meter and Distribution Sub-Dept.
May 8....	Mich. Howard.....	Laborer.....	Meter and Distribution Sub-Dept.
May 8....	Jac. Kleimek.....	Laborer.....	Meter and Distribution Sub-Dept.
May 8....	Isaac Kramer.....	Laborer.....	Meter and Distribution Sub-Dept.
May 8....	Vin. Lonski.....	Laborer.....	Meter and Distribution Sub-Dept.
May 8....	John Kurtz.....	Laborer.....	Meter and Distribution Sub-Dept.
May 8....	Chas Wohlert.....	Laborer.....	Meter and Distribution Sub-Dept.
May 8....	Chas. Rau.....	Laborer.....	Meter and Distribution Sub-Dept.
May 8....	Joseph Jakubowski..	Laborer.....	Meter and Distribution Sub-Dept.
May 8....	J. O'Rourke.....	Laborer.....	Meter and Distribution Sub-Dept.
May 18....	Paul Landowski.....	Laborer.....	Meter and Distribution Sub-Dept.
May 18....	Peter Bartoszewicz..	Laborer.....	Meter and Distribution Sub-Dept.
July 3....	John Schneider.....	Laborer.....	Meter and Distribution Sub Dept.
Aug. 1....	August Hoeppe.....	Laborer.....	Meter and Distribution Sub-Dept.
Aug. 7....	Frank Lobotzki.....	Laborer.....	Meter and Distribution Sub-Dept.
Oct. 31....	Frank Luebke.....	Assistant Calker....	Meter and Distribution Sub-Dept.
June 1....	John Holbrook.....	Machinist.....	Water Department.
Nov. 18....	Jno. Madritch.....	Helper High Service Pumping Station..	Water Department.
Jan. 1....	Emma Bowers.....	Domestic.....	Johnston Emergency Hospital
Jan. 12....	Mary Williams.....	Cook.....	Johnston Emergency Hospital
Feb. 1....	Lizzie Gray.....	Laundress.....	Johnston Emergency Hospital
Jan. 31....	Edw. G. Muenzberg.	Electrician's Helper.	Bridge Repair Sub-Dept.
Apr. 10....	Theresa Scarbina...	Office Cleaner.....	City Hall.
May 4....	Bertha Poetter.....	Office Cleaner.....	City Hall.
Oct. 10 .	Chas. Schulz.....	Cleaner.....	City Hall.
Jan. 8....	Thos. Harris, Sr....	Laborer.....	Lake Park.
June 2....	Anton Ausmacher...	Laborer.....	Kosciuszko Park.
June 29....	Lena Weber.....	Sub. Scrubwoman...	Public Library.
Oct. 1....	Mathilda Szypanski.	Sub. Scrubwoman...	Public Library.
Feb. 1....	Emma Lutz.....	Assistant in Bindery.	Public Library.

NATIVITY OF EMPLOYES IN THE LABOR SERVICE.

December 31, 1901.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	54	Germany	520
Wisconsin (exclusive Milwaukee)	19	Ireland	60
New York	10	Austria-Hungary	25
Illinois	4	England	14
Massachusetts	4	Italy	13
Ohio	3	Norway	5
Connecticut	2	Canada	4
Pennsylvania	2	Holland	4
Vermont	2	Sweden	4
Michigan	1	Sicily	2
Maryland	1	Switzerland	2
Rhode Island	1	Wales	2
	103	Denmark	1
		France	1
		Scotland	1
			658

14% Native Born. 86% Foreign Born.

Known	761
Unknown	52
Total	813

TOTAL CHANGES IN THE CITY SERVICE

During the year 1901.

Appointments in the Official Service	35		
Appointments in the Labor Service	118		
		153	
Promotions and Transfers in the Official Service	49		
Promotions from Labor to Official Service	4		
Promotions and Transfers in the Labor Service	19		
		72	
Separations from the Official Service	20		
Separations from the Labor Service	98		
		118	
Total changes of all kinds (excepting leave of absence and "lay-offs")			343

TOTAL NUMBER OF ALL PERSONS IN THE CITY CIVIL SERVICE OF MILWAUKEE.

I. UNDER CIVIL SERVICE RULES.

A. UNDER THE BOARD OF CITY SERVICE COMMISSIONERS:			
In the Official Service	499		
In the Labor Service	813		
In both branches		1,312	
B. UNDER THE BOARD OF FIRE AND POLICE COMMISSIONERS:			
In the Fire Department	337		
In the Police Department	322		
In both branches		659	
C. UNDER THE BOARD OF SCHOOL COMMISSIONERS:			
Principals and Teachers of all grades in public schools		882	
Total number of persons under Civil Service Rules of the three branches			2,853

II. NOT UNDER CIVIL SERVICE RULES.

D. ELECTIVE OFFICERS:			
Mayor, Comptroller, Treasurer, Attorney	4		
Aldermen	46		
Clerk of Municipal Court	1		
Judges	2		
Justices of the Peace	11		
Constables	11		
Total number of exempted elective officers		75	
E. APPOINTIVE OFFICERS:			
1. Salaried Officers—			
Heads of Departments	11		
Deputies	8		
Cashier	1		
Secretaries	4		
Treasurer's Clerks	2		
Assistant City Attorneys	4		
Assistant City Engineer	1		

Assistant Clerks of Municipal Court	2			
Court Reporter	1			
Court Janitor	1			
Weigh Masters (receiving one-half of proceeds	2			
School Superintendent	1			
Assistant School Superintendents	3			
Confidential Clerks	2			
		43		
2. Honorary Officers—				
City Service Commissioners	4			
Fire and Police Commissioners	4			
Commissioners of Public Debt	3			
Park Commissioners	5			
School Commissioners	4			
School Directors	23			
Library Trustees	9			
Museum Trustees	9			
Johnston Emergency Hospital Trustees	9			
Total number of exempted honorary appointive officers		70		
Total number of exempted appointive officers or employes			113	
Total number of officers and employes not subject to Civil Service Rules				188
Total number of persons in the city service				3,041

The number of laborers actually employed in street work and in the parks at the time of this writing is much less than represented in the above summary, because a number of the skilled and common laborers included in it are often laid off when there is not sufficient work for them, and especially during the winter the superintendents assign the men to work in relays, so as to give as many of them as possible an opportunity for part of the work, excepting the employes of long standing, needed for the special work requiring experience and training, who are rarely laid off.

The following figures indicate what work has to be taken care of during the year:

Area of city	22½ square miles or 14,400 acres
Area of public squares	22 acres
Length of streets	524.117 miles
Length of water mains	360.000 miles

Length of sewers, including intercepting sewers or tunnels....		344.483 miles
Area of parks in charge of Board of Public Works.....		60.997 acres
Area of parks in charge of Park Commissioners.....		429.500 acres
viz: Lake Park	123.6 acres	
Riverside Park	24 acres	
Sherman Park	24 acres	
Washington Park	124.5 acres	
Mitchell Park	59.5 acres	
Kosciusko Park	26 acres	
Humboldt Park	45 acres	
School houses (exclusive barracks).....		50
Other public buildings.....		42
Steam fire engines.....		20
Chemical fire engines.....		8
Fire boats for river service.....		3
Horses		167

Respectfully submitted,

C. HERMANN DORNER, PH. D.,

Chief Examiner and Secretary.

EXHIBIT C.

CITY CIVIL SERVICE ACT.

Chapter 313, of the Laws of 1895, App. April 19 and Pub. April 29.
[As Amended by Chapter 218, of the Laws of 1897,
App. April 12 and Pub. April 13.]

AN ACT to regulate the civil service of cities.

The people of the State of Wisconsin, represented in Senate and Assembly, do enact as follows:

SECTION 1. The Mayor of each city in this state, of the first class, or of the second class, as defined by Section 1, of Chapter 312, of the general laws of Wisconsin, enacted in 1893, whether such city be incorporated by special act of the Legislature or under the general laws of the state, shall, before the fifteenth day of June, A. D. 1895, or the fifteenth day of June in the year next following the first state or national census, showing such city to belong to either said first or said second class, appoint four persons, citizens and residents of said city, who shall constitute and be known as the Board of City Service Commissioners of such city, and shall designate one of the persons so appointed to serve for a term of four years, one for a term of three years, one for a term of two years, and one for a term of one year, from the first Monday of July in the year of their appointment and until their respective successors are appointed and qualified; and in each and every year after such first appointment, the Mayor shall, in like manner, in the month of June, appoint one person as the successor of the Commissioner whose term shall expire in that year, to serve as such Commissioner for four years from the first Monday of July then next ensuing, and until his successor is appointed and qualified. Three

Commissioners shall constitute a quorum necessary for the transaction of business. Any vacancy in the office of Commissioner occurring during the term shall be filled for the unexpired term by appointment by the Mayor, and all appointments, both original and to fill vacancies, shall be so made that not more than two Commissioners shall at the time of the appointment be members of the same political party. Said Commissioners shall hold no lucrative office or employment under the United States, the State of Wisconsin, or any municipal corporation or political division thereof, and each Commissioner shall, before entering upon the discharge [of the duties] of his office and within ten days after receiving notice of his appointment, take and subscribe the oath of office prescribed by the constitution of this state, and file the same, duly certified by the officer administering it, with the [City] Clerk of his city, and no salary or other compensation for his services shall be paid to any such Commissioner.

SEC. 2. [As amended by Section 1, Chapter 218, of 1897.] The said Commissioners shall make rules adapted to carry out the purposes of the act and not inconsistent with its provisions, for the examination and selection of persons to fill offices and positions in the service of their respective cities, which are required to be filled by appointment, and for the selection of persons to be employed in the service of such city. All rules so made shall be subject to the approval of the Mayor of the city, and they may with like approval be from time to time altered or rescinded by said Commissioners. The said Commissioners shall supervise the administration of the rules so established.

SEC. 3. The rules mentioned in Section 2 of this act may be made from time to time:

1st. For open, competitive and other examinations by which to test applicants for office or for employment as to their practical fitness to discharge the duties of the positions which they desire to fill, which examinations shall be public and free to all citizens of the United States, with proper limitations as to residence, age, health, sex, habits and moral character.

2nd. For the filling of vacancies in offices and places of employment in accordance with the results of such examinations, and for the selection of persons for public employment in accordance with such results, or otherwise, as may seem most desirable to carry out the provisions of this act.

3rd. For promotions in office or positions on the basis of ascertained merit and seniority in service, and examination as may seem desirable.

4th. For a period of probation before an appointment or employment is made permanent.

All rules made as provided in this act and all changes therein shall forthwith be printed for distribution by said Board.

SEC. 4. From and after the adoption of such rules, all appointments to subordinate offices, positions and employments in the several departments of the service of such city which are subject to such rules, shall be made by the respective heads of such departments under and in conformity with the provisions of such rules, and such heads of departments shall respectively have power to remove or discharge at pleasure any person holding any subordinate office, position or employment in their respective departments.

SEC. 5. All applicants for offices, places or employments in the civil service of such city, except those mentioned in Section 6, shall be subject to examination under and in accordance with the rules so made by said Commissioners. Such examinations shall be practical in their character and shall relate to those matters which will fairly test the relative capacity and fitness of the persons examined to discharge the duties of the particular service to which they seek to be appointed, and shall include tests of physical qualifications and health, and, when appropriate, of manual skill. No question in any examination shall relate to political or religious opinions or affiliations, and no appointment or selection to an office or for employment within the scope of the rules established as aforesaid shall be in any manner affected or influenced by such opinions or affiliations.

SEC. 6. Officers who are elected by the people, or who by statute are required to be elected by the city council, inspectors and clerks of election, members of any board of education, the superintendents and teachers of schools, heads of any principal departments of the city, all members of the law, fire and police departments, officers and clerks for the faithful discharge of whose duties a superior officer is required to give bond, one private secretary of the mayor, and any other officers, clerks or employes in the service of the city whose positions, in the judgment of the said City Service Commissioners, cannot, for the time being, be subjected, with advantage to the public service, to the general

rules prepared under this act, shall not be affected as to their election, selection or appointment, by such rules made by said Commissioners.

SEC. 7. Every application, in order to entitle the applicant to appear for examination, or to be examined, must state the facts under oath on the following subjects: (1) full name, residence and postoffice address; (2) citizenship; (3) age; (4) place of birth; (5) health and physical capacity for the public service; (6) previous employment in the public service; (7) business or employment and residence for the previous five years; (8) education. Such other information shall be furnished by the applicant as may reasonably be required by the Board touching the applicant's fitness for the public service.

SEC. 8. **[As amended by Sec. 2, Chapter 218 of 1897.] The said board shall appoint a chief examiner, whose duty it shall be, under its direction, to superintend any examinations held in such city under this act and who shall perform such other duties as the board shall prescribe. Such chief examiner shall be ex-officio secretary of the board, and under the direction of such board he, as such secretary, shall keep and record minutes of its proceedings, preserve all reports made to it, keep a record of all examinations held under its direction, and perform such other duties as the board may from time to time prescribe. Such chief examiner shall receive a salary to be fixed by said board at a sum not exceeding the rate of fifteen hundred dollars per annum, which shall be paid monthly by the city treasurer on the certificate of the president of said board countersigned by the city comptroller. He shall be subject to removal at any time by said board. The said board may also incur such expenses for clerk hire, printing, stationery and other incidental matters as it shall deem necessary; provided, however, that the total amount of all expenditures by it incurred during any year, including the compensation of the chief examiner, clerks and other employes, shall not exceed the amount of the special fund herein provided and known as the "the city civil service fund."**

[Additional provisions are contained in the following Section of said Chapter 218 of the Laws of 1897, to-wit:]

SEC. 3. **From and after the passage and publication of this act, the common council shall levy and collect annually, upon all taxable property of the said city, at the same time and in the same manner**

as other city taxes are levied and collected by law, a special tax not exceeding one thirty-fifth of a mill upon each dollar of the assessed value of said taxable property, the amount of which shall be determined by said board of city service commissioners and certified by it to the common council and to the city comptroller within ten days after the passage and publication of this act, and thereafter before the twentieth day of January in each year, and the entire amount of such special tax shall constitute a separate and distinct fund to be known as the "city civil service fund," and shall not be used or appropriated, directly or indirectly, for any other purpose than paying the salaries of the chief examiner, clerks and employes of said board and the other necessary expenses of carrying out the purposes of this act. All disbursements on account of such city civil service fund, except for the salary of the chief examiner, shall be paid by the city treasurer on the order of the president and secretary of the board, countersigned by the city comptroller.

SEC. 9. The Board shall control all examinations, and may, whenever an examination is to take place, designate a suitable number of persons, either in or not in the official service of the city, to be examiners, and it shall be the duty of such examiners, and, if in the service of the city, it shall be part of their official duty, without extra compensation, to conduct examinations as the Board may direct, and make return or report thereof to such Board; and the Board may, at any time, substitute any other person, whether or not in such service, in the place of any one so selected; and the Board may themselves, at any time, act as such examiners, and without appointing examiners. The examiners, at any examination, shall not all be members of the same political party, and no person shall serve in an examination of candidates for office under the provisions of this act in case of a relative or connection by marriage within the degree of first cousin.

SEC. 10. **[As amended by Sec. 4, of Chap. 218, of 1897.] Notice of the time, place and general scope of every examination shall be given by the board by publication at least four times on alternate days, beginning at least ten days before the date of such examination, in one or more daily newspapers of general circulation published in such city, and such notice shall also be posted by said board in a conspicuous place in its office at least ten days before**

such examination. Such further notice of examinations may be given as the board shall prescribe.

SEC. 11. From the returns or reports of the examiners, or from the examinations made by the Board, the Board shall prepare and keep a register for each grade or class of position in the service of such city, of the persons whose general average standing upon examination for such grade or class is not less than the minimum fixed by the rules of such Board, and who are otherwise eligible, and such persons shall take rank upon the register as candidates in the order of their relative excellence as determined by examination, without reference to priority of time of examination.

SEC. 12. **[As amended by Sec. 5, Chap. 218, of 1897.] Immediate notice in writing shall be given by the appointing power, to said board of city service commissioners, of all appointments, permanent or temporary, made pursuant to this act and the rules made and established under the same, in those branches or departments of the civil service of such city which are subject to this act and the rules of said board, and all transfers, promotions, resignations, other changes or vacancies from any cause in such branches or departments of the city service, and of the date thereof, and a record of the same shall be kept by said board. When any office or place of employment, subject to such rules, is created or abolished, or the compensation attached thereto is altered, the officer or board making such change shall immediately report the same in writing to said board of commissioners.**

SEC. 13. Said Board of Commissioners shall, on or before the 15th day of March in each year, make to the Mayor for transmission to the City Council, a report showing its own action, the rules in force, the practical effects thereof, and any suggestions it may approve for the more effectual accomplishment of the purposes of this act. The mayor may require a report from said Board at any other time.

SEC. 14. All officers of any such city shall aid said Board in all proper ways in carrying out the provisions of this act, and, at any place where examinations are to be held, shall allow the reasonable use of the public buildings for holding such examinations. The mayor of each city shall cause suitable rooms to be provided for said Board at the expense of such city; and a sufficient sum of money shall be appro-

priated each year by each city to carry out the provisions of this act in such city.

SEC. 15. No person or officer shall willfully and corruptly, by himself or in co-operation with one or more other persons, defeat, deceive or obstruct any person in respect to his or her right of examination, or corruptly or falsely mark, grade, estimate or report upon the examination or proper standing of any person examined hereunder, or aid in so doing or wilfully or corruptly make any false representations concerning the same or concerning the person examined, or willfully or corruptly furnish to any person any special or secret information for the purpose either of improving or injuring the prospects or chances of any person so examined, or to be examined, being appointed, employed or promoted.

SEC. 16. **[As amended by Sec. 6, Chap. 218, of 1897.] No comptroller or accounting or auditing officer of such city shall allow the claim for services of any person employed in the public service in violation of the provisions of this act or of the rules made and established by the board of city service commissioners pursuant to this act.**

SEC. 17. The Board of City Service Commissioners shall certify to the Comptroller all appointments to offices and places in the civil service of the city, subject to their rules, and all vacancies occurring therein, whether by dismissal, resignation or death. No Comptroller of any such city shall approve the payment of or be in any manner concerned in paying any salary or wages to any person, subject to such rules, for services as an officer or employe of such city, before the appointment of such person to the city service has been certified by the Board to the Comptroller, nor after the vacation of such person's office or employment shall have been so certified.

SEC. 18. No Paymaster, Treasurer or other officer or agent of such city shall willfully pay, or be in any manner concerned in paying any person subject to the rules adopted by said Commissioners under this act, any salary or wages for services as an officer or employe of such city, before the appointment of such person to the civil service of such city has been certified by the Board to the Comptroller, nor after the vacation of such person's office or employment shall have been so certified.

SEC. 19. Any person who shall willfully, or through culpable

negligence, violate any provision of this act or any rule promulgated in accordance with the provisions thereof, shall be guilty of a misdemeanor, and shall, on conviction thereof, be punished by a fine of not less than fifty dollars, and not exceeding one thousand dollars, or by imprisonment in the county jail for a term not exceeding six months, or by both such fine and imprisonment in the discretion of the court.

SEC. 20. If any person shall be convicted under the next preceding section, any public office which such person may hold shall, by force of such conviction, be rendered vacant, and such person shall be incapable of holding office for the period of five years from the date of such conviction.

SEC. 21. Prosecutions for violations of this act may be instituted either by the Attorney-General, the state's attorney for the county in which the offense is alleged to have been committed, or by the Board acting through special counsel. Such prosecutions shall be conducted and controlled by the prosecuting officers who institute them, unless they request the aid of other prosecuting officers.

[Additional provisions are contained in the following Sections of said Chapter 218 of the Laws of 1897, to-wit:]

SEC. 7. **It shall be the duty of every board of city service commissioners appointed under and in pursuance of the provisions of said chapter 313, of the laws of 1895. to investigate the enforcement of said act and of its rules adopted in accordance with its provisions to carry out the purposes of said act and the action of the examiners in said act provided for, and the conduct and action of the appointees in the official service in its city, and may inquire as to the nature, tenure and compensation of all offices and places in the public service thereof. In the course of such investigations each commissioner shall have power to administer oaths and said board shall have power to secure by its subpoena both the attendance and testimony of witnesses and the production of books and papers relevant to such investigation.**

SEC. 8. **Any person who shall be served with a subpoena to appear and testify, or to produce books and papers, issued by the board of city service commissioners in the course of any investigation conducted under the provisions of section 6 [7], of this act, and who shall refuse or neglect to appear and testify or to produce**

books and papers relevant to such investigation, as commanded in such subpoena, shall be guilty of a misdemeanor, and shall on conviction be punished by fine or imprisonment or both in the discretion of the court, as provided in and by section 19, of the said act hereby amended. The fees of witnesses for attendance and travel shall be the same as the fees of witnesses before the circuit courts of this state, and shall be paid from the appropriation for the expenses of the board. Any circuit court of this state, or any judge thereof, whether in term time or vacation, upon application of the board, may compel the attendance of witnesses, the production of books and papers and giving of testimony before the board by attachment for contempt or otherwise, in the same manner as the production of evidence may be compelled before said court. Every person, who, having taken an oath or made affirmation before a commissioner in the course of such an investigation, shall swear or affirm willfully, corruptly and falsely, shall be guilty of perjury, and upon conviction shall be punished accordingly.

SEC. 9. No officer or employe of such city shall discharge, or degrade, or promote, or in any manner change the official rank or compensation of any other officer or employe, or promise or threaten to do so, for giving or withholding any contribution of money or other valuable thing for any party or political purpose, or for refusal or neglect to render any party or political service.

SEC. 10. No applicant for appointment in such official service, either directly or indirectly, shall pay or promise to pay any money or other valuable thing to any person whomsoever, for or on account of his appointment or proposed appointment, and no officer or employe shall pay or promise to pay, either directly or indirectly, to any person any money or other valuable thing whatever for or on account of his promotion.

SEC. 11. No person while holding any office in the government of such city, or any nomination for, or while seeking a nomination for or appointment to any such office, shall corruptly use, or promise to use, either directly or indirectly, any official authority or influence in the way of conferring upon any person, or in order to secure or aid any person in securing any office or public employment or any nomination, confirmation, promotion or increase of

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salary, upon the consideration or condition that the vote or political influence or action of the last named person or any other shall be given or used in behalf of any candidate, officer or party, or upon any other corrupt condition or consideration.

SEC. 12. **Any acts and part of acts conflicting with the provisions hereof are hereby repealed.**

S.F

EIGHTH ANNUAL REPORT

OF THE

BOARD

OF

CITY SERVICE COMMISSIONERS

OF THE

CITY OF MILWAUKEE,

MILWAUKEE, WIS.,
U. S. A.

JANUARY 1, 1903.

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1906

BOARD OF CITY SERVICE COMMISSIONERS.

President,

ERNEST P. BUTLER.

ERNEST P. BUTLER, - -	Term expires on the first Monday in July, 1903.
WM. W. McINTYRE, - - -	Term expires on the first Monday in July, 1904.
EDMUND GRASSLER, - -	Term expires on the first Monday in July, 1905.
JOHN H. WINDFELDER, - -	Term expires on the first Monday in July, 1906.

Chief Examiner and Secretary,

J. J. VLACH.

NOV 19 1904
D. of D.

FORMER BOARDS OF CITY SERVICE COMMISSIONERS.

1895.

The following gentlemen were appointed in the month of June, 1895:

JOSHUA STARK, President, - - - -	Term to expire in July, 1899.
CONRAD NIEDERMAN, - - - - -	Term to expire in July, 1898.
CHARLES H. STROHMEYER, - - -	Term to expire in July, 1897.
JAMES CONROY, - - - - - -	Term to expire in July, 1896.

1896.

CONRAD NIEDERMAN, President.
JOSHUA STARK.
CHAS. H. STROHMEYER.
EMMONS E. CHAPIN.

1897.

CONRAD NIEDERMAN, President.
JOSHUA STARK.
EMMONS E. CHAPIN.
CHAS. H. STROHMEYER.

1898.

CHAS. H. STROHMEYER, President.
JOSHUA STARK.
EMMONS E. CHAPIN.
* CARL C. JOYS.
EDGAR L. WOOD.

1899.

EMMONS E. CHAPIN, President.
CHAS. H. STROHMEYER.
EDGAR L. WOOD.
ERNEST P. BUTLER.

1900.

EDGAR L. WOOD, President.
CHAS. H. STROHMEYER.
ERNEST P. BUTLER.
GEO. P. ZIEGLER.

1901.

ERNEST P. BUTLER, President.
EDGAR L. WOOD.
** GEO. P. ZIEGLER.
EDMUND GRASSLER.

* Resigned September, 1898.
** Resigned July 9, 1902.

MILWAUKEE, January 1, 1903.

Honorable David S. Rose, Mayor of the City of Milwaukee:

We herewith submit to you the eighth annual report of the Board of City Civil Service Commissioners for the year ending December 31, 1902, for transmission to the Common Council, in compliance with Section 13 of the City Civil Service Law.

The general business and transactions of the Board, together with carefully compiled statistics and a complete and concise history of the business of the department for the year, is contained in the report appended hereto of the Chief Examiner and *Ex-Officio* Secretary; also a copy of the rules now in force and as amended with your approval, together with a copy of the City Civil Service Act.

By a perusal of the financial statement in the appended report it is obvious the department has practiced its usual economy, the balance to draw upon on December 31st being $532.06. An appropriation of $3,600 with which to carry on the business of the department for the ensuing year will be required.

To properly and expeditiously carry on the examinations in order to fill the civil lists which have expired by limitation or have been abolished, it will in all probability be found necessary to increase the official staff, thereby increasing the expense of the department.

We regret to report the necessity of injunctional proceedings between the members of this Board and the City Treasurer's office and Comptroller's office in relation to the proper construction of Section 6 of the City Civil Service Act, and which is now awaiting a decision of the courts. The Board wishes to say that it has no desire to act arbitrarily in the enforcement of its rules, it being the constant endeavor of the members of the Commission to construe the law and rules intelligently and fairly and for the best interests of the service of the city.

The Board has endeavored during the last year to make the examinations as practical and concise as possible in their character, occasion being taken to mention this in our last report, but owing to the great care and good judgment given in drafting the questions for examinations, the system has been materially improved upon.

We here beg to say that in the services of Mr. John J. Vlach, Chief Examiner and *Ex-Officio* Secretary, the Board has an invaluable exponent of civil service reform, under whose direct charge the management of the department is conducted, and who, together with the subordinate clerks, Mr. E. E. Caufy and Miss Katie A. Schauble, have performed their respective duties faithfully and conscientiously, all persons having business with the office being treated courteously and without discrimination.

The Board respectfully recommends the approval of the amendment of Section 4, Rule V, as adopted on July 2, 1902, a copy of which is on file in your office, and which amendment was recommended in our sixth and seventh annual reports.

Respectfully submitted,

ERNEST P. BUTLER,
EDMUND GRASSLER,
W. W. McINTYRE,
JOHN H. WINDFELDER,
Commissioners.

APPENDIX.

EXHIBIT A.

Rules for the Civil Service

OF THE

CITY OF MILWAUKEE.

DIVISION A.

GENERAL DIRECTIONS AND INFORMATION

FOR BOTH THE

OFFICIAL SERVICE AND LABOR SERVICE.

RULE I.

TITLES, NAMES, PAY-ROLLS, NOTICES OF CHANGES IN SERVICE.

SECTION 1. Every department, sub-department, office, position, etc., in the City Service, shall be known by only one title. Each title shall be applied only to one department, sub-department, class of positions or other category.

SEC. 2. In regard to entries in the City Service made since the Civil Service act went into effect, the sworn applications in the archives of the City Service office shall form the basis of the Civil Lists whenever possible.

SEC. 3. The spelling of the first names and the surnames in all lists and pay-rolls must correspond with those in the applications.

SEC. 4. All officials, including ward superintendents and other heads of sub-departments whose duty it is to write pay-rolls, shall keep a correct transcript of the names of persons employed under them, as stated in the corrected Civil Lists in the City Service office and in the offices of the respective city departments, and write the first names and surnames correctly thereafter on every pay-roll.

SEC. 5. The names of employes of several classes may appear on the same pay-roll; but those of each class must be kept separate from those of every other class, to facilitate control.

SEC. 6. In order that the Civil Lists may be kept correct and complete, every appointing officer or board shall give the City Service office prompt official notice of all changes in their service, including appointments, promotions, transfers, separation from service caused by dismissal, resignation or death, or any other cause, changes of residence, etc., giving the name, date, position, department and compensation, on forms prescribed by the Board. All such changes in the service (changes of residence excepted) shall be certified to the

City Comptroller by the Board, in order that the basis for the Comptroller's audits may be kept complete and that no payments be made in violation of these rules.

SEC. 7. The Board will extend the operation of the rules to classes not yet under the rules as soon as practicable and advantageous to the city; will alter or rescind rules where circumstances make it necessary; will make new rules, and will, from time to time, adopt rulings, definitions and instructions for the Chief Examiner.

RULE II.

CLASSIFICATION.

SECTION 1. The offices and places in the service of the city, coming within the provisions of Chapter 313 of the laws of 1895, shall be classified in two divisions.

The first division shall be known as the OFFICAL SERVICE.

The second division shall be known as the LABOR SERVICE.

SEC. 2. The OFFICAL SERVICE shall, as soon as practicable, include the following classes of offices and positions of a more or less permanent character drawing annual or monthly salaries, and such of those drawing wages per diem as require the supervision of the men of a sub-department, ward or district, or the inspection of public work.

Execeptions are indicated in Sec. 6 of the Civil Service Law.

CLASS I. *Medical Service:* All positions, the duties of which require knowledge of the profession of medicine, or some branch thereof.

CLASS II. *Civil Engineering:* All positions, the duties of which require knowledge of the profession of civil engineering or of some branch thereof.

CLASS III. *Clerical Service:* All positions of clerks, messengers, copyists, recorders, stenographers, typewriters, bookkeepers or other similar service, whether paid by the year, month or day, or by the piece, or in any other way.

CLASS IV. *Electrical Service:* All positions, the duties of which require a special knowledge of electricity in some form of its application.

CLASS V. *Mechanical Service:* All positions, the duties of which require a knowledge of steam engines, boilers and other machinery, their care and operation; and all other positions requiring special mechanical knowledge or skill.

CLASS VI. *Inspection Service:* All positions under the Department of Public Works, not included in any other class, the duties of which relate to inspection, whether of work done, material furnished, or other matters.

CLASS VII. *Janitor and Elevator Service:* All positions connected with the care and operation of public buildings.

CLASS VIII. *Library and Museum Service:* All positions connected with the administration of the Public Library and Public Museum.

CLASS IX. *Bridge Tenders.*

CLASS X. *Service in the Nature of Police Service,* including the positions of Harbor Master, Sanitary Inspectors, Park Police, Watchmen and other similar positions.

CLASS XI. *Superintendents of Foremen of Labor* officially designated by those titles.

CLASS XII. *Miscellaneous Service:* All offices and places of employment coming under the provisions of these rules, whatever the character and designation of the same may be, which are not included in any of the foregoing classes or in the Labor Service.

SEC. 3. The Classes of the OFFICIAL SERVICE shall be graded according to the compensation as follows:

1st Grade—Compensation at the rate of less than $600 per year.
2nd Grade—Compensation at $600 or more, and less than $800.
3rd Grade—Compensation at $800 or more, and less than $1,000.
4th Grade—Compensation at $1,000 or more, and less than $1,200.
5th Grade—Compensation at $1,200 or more, and less than $1,500.
6th Grade—Compensation at $1,500 or more, and less than $1,800.
7th Grade—Compensation at $1,800 or more, and less than $2,100.
8th Grade—Compensation at $2,100 or more, and less than $2,500.
9th Grade—Compensation at $2,500 or more.

SEC. 4. The LABOR SERVICE shall include all common laborers and skilled laborers, or other employes, not included in the Official Service as above defined, in Sec. 2 of Rule II.

SEC. 5. CIVIL LJSTS: Two lists, to be known as the Civil Lists of the city shall be kept in the office of the Board.

One of them shall contain the name of every person employed in and receiving compensation in the Official Service under the Civil Service rules, and shall be called "OFFJCIAL CIVIL LJST."

The other shall contain the name of every person employed and receiving compensation in the Labor Service under Civil Service rules, and shall be called "LABOR CIVIL LJST."

Besides the names of officers and employes, they shall exhibit the titles of their offices or positions; the compensation attached thereto. the application number, if appointed since the Civil Service act went into effect; the department or sub-department in which employed, the date or dates of certification; the date of appointment, if known; the last previous position, if any, filled in the City Service; the date of promotion or transfer, if promoted or transferred; to what position promoted or transferred, if any; the date of termination of employment, and the cause of termination of employment.

RULE III.

QUALIFICATIONS, APPLICATION AND REGISTRATION.

SECTION 1. Applicants for appointment in the service of the city must be citizens of the United States, of full age, and must have resided in the city not less than three years next preceding the date of their application.

Residence in territory annexed to the City of Milwaukee for three years immediately previous to such annexation and application shall be deemed equivalent to residence in said city, within the meaning of this rule.

SEC. 2. Every application must be in writing, signed by the applicant, and made under oath or affirmation before an officer authorized by law to administer oaths.

SEC. 3. Every application must be made in the form prescribed by the Board, at proper office hours.

SEC. 4. All applicants must furnish with their applications satisfactory proofs that they are persons of good moral character, of correct and orderly deportment, and of temperate and industrious habits.

SEC. 5. Every application must be accompanied by the certificates of not less than three reputable citizens of Milwaukee, freeholders

therein, not holding any city, county or state office, each certifying that he has been personally acquainted with the applicant for at least three years last past, and believes him to be of good moral character, of correct and orderly deportment, of temperate and industrious habits, and in all respects fit for the service he wishes to enter, and that such citizen is willing that his certificate shall be made public.

Additional certificates may be required in any case in the discretion of the Board.

SEC. 6. Any false statement knowingly made by any applicant in his application for admission to any examination, or made at his request or with his knowledge, in any certificate which may accompany his application, or any other fradulent conduct, shall be regarded as good cause for excluding him from such examination, or for removing his name from any register or eligible list.

SEC. 7. No application will be accepted from any person habitually using intoxicating liquors to excess, or from any person who has been convicted of any offense against the laws of this or any other state, or of the United States.

SEC. 8. Defective applications will be returned to applicants, if the defects are detected before registry, and an opportunity given them to correct the same.

SEC. 9. Whenever any application shows that the applicant is not qualified under these rules and regulations, such application will be rejected, and the applicant notified of the reason therefor.

SEC. 10. The date of the reception of each accepted application shall be endorsed thereon, the application filed in the office of the Board, and the name of the applicant entered upon an application register.

SEC. 11. CITIZENSHJP: The written statement of an applicant of legal age, upon his oath or affirmation, that he was born at a certain specified place in the United States;

Or that he served in the Union army or navy during the late war of the rebellion and was honorably discharged;

Or that his father became a full citizen while the applicant was a minor;

Shall be considered sufficient proof of his citizenship to make his application acceptable, unless circumstances cause doubts as to the truthfulness of such statement, or as to the facts involved, in which case additional proof may be required.

Naturalized citizens must produce for inspection by the Chief Examiner their certificates of naturalization.

SEC. 12. In case of loss of "citizen papers" or the "honorable discharge," by fire or otherwise, any one of the following proofs will be accepted, supplementing the affidavit of the applicant in question:

A. Certifications from the records of the court where the papers were originally issued, or of the War Department.

B. The affidavit of a citizen of the United States and freeholder of at least five years' residence in Milwaukee, to the effect that he knows the said applicant to have been in possession of his "second naturalization paper" at or about a certain time.

C. The affidavit of a citizen of the United States and freeholder of at least five years' residence, or the certificate of the clerk of any court of record under the seal of said court, to the effect that the said applicant has served as a juror in said court.

D. In the case of a Union Veteran, the affidavit of one of his comrades-in-arms that he knows him to have served in the United States army or navy and to have had an honorable discharge from that service.

SEC. 13. Satisfactory information at any time produced to the Board, either before or after examination, of the bad character or dissolute habits of any applicant, or of any criminal or disreputable act or conduct of such applicant, or of his dismissal for good cause from any branch of public service, shall be sufficient to exclude him from examination or to remove his name from any eligible list.

SEC. 14. Persons whose names have been stricken from any register or eligible list, shall not be permitted to make a new application within one year thereafter.

SEC. 15. The Board will make such regulations as they deem necessary to identify the registered applicants and to preserve a record of their conduct.

RULE IV.

EXAMINATIONS AND ELIGIBLE LISTS.

SECTION 1. The names of those whose applications have been received and filed will be admitted to examinations as hereinafter prescribed.

SEC. 2. Applicants who pass their examinations satisfactorily shall be registered in the eligible lists of their respective classes according to the rules.

SEC. 3. When an applicant having the necessary qualifications for the position sought, in the judgment of the Board, merits special recognition for extraordinary services rendered to the city, the State of Wisconsin or the United States, or for other sufficient reasons, the Board may advance his standing upon the eligible lists on the ground of character and experience. The reasons for such action shall be recorded in the proceedings.

SEC. 4. If an applicant on any eligible list is appointed to a temporary position, he shall resume his standing on the eligible list after the termination of the temporary employment.

SEC. 5. The names of applicants

Who, for sufficient reasons are not admitted to an examination, or

Who do not respond to a call for examination, or for correction of papers, or

Who report for examination, but do not complete the same, or

Who do not attain the required minimum rating at any examination,

Shall be stricken from the registers.

SEC. 6. If any applicant whose name is on the eligible list refuses or neglects to accept a place offered him upon proper appointment, his name shall be stricken from the said eligible list, unless he gives reasons satisfactory to the Board for continuing him on the list, notwithstanding such refusal.

SEC. 7. Eligible lists are to continue in force for one year from the date of their declaration, except as provided by Section 8.

SEC. 8. The Board may, at any time, by resolution, discontinue any eligible list, or continue any eligible list in force for a second year, or for a shorter or a longer period of time.

SEC. 9. The Secretary may from time to time require eligibles to declare whether they wish to have their names retained upon the respective eligible lists. If they answer in the negative or do not respond within ten days, their names shall be expunged therefrom.

SEC. 10. Any applicant whose name shall have been placed upon the proper eligible list, and who shall thereafter have been employed in the City Service under these rules and temporarily laid off or

granted leave of absence, will not again be required to make application for employment, but his name shall remain upon the proper Civil List until removed therefrom by the Board for cause.

RULE V.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Except in cases hereinafter mentioned, whenever there is a vacancy to be filled in any position in the City Service subject to these rules, the appointing officer or Board shall make written requisition in duplicate upon this Board, on the blank forms prescribed by the same, for the names of persons eligible for appointment to such position.

SEC. 2. In order to allow the appointing power a limited selection, the Chief Examiner shall, after receiving the requisition, certify the following number of names from the head of the pertinent eligible list:

For 1 or 2 appointments, 2 names more than the required number shall be certified.

For 3 or 4 appointments, 3 names more than the required number shall be certified.

For 5 to 7 appointments, 4 names more than the required number shall be certified.

For 8 to 11 appointments, 5 names more than the required number shall be certified.

For 12 to 16 appointments, 6 names more than the required number shall be certified.

For 17 to 30 appointments, 7 names more than the required number shall be certified.

Fore more than 30 appointments, approximately 1¼ times the number required shall be certified.

In case the requisition shall specify the female sex, persons of that sex may be certified; otherwise persons of the male sex alone will be certified.

SEC. 3. Whenever the Board is notified, in and by the requisition, that any position to be filled requires special skill and proficiency in a particular branch of industry, art or service, they may direct the Chief Examiner to certify the proper number of names of persons having the highest standing among those proficient in such special branch

SEC. 4. The appointing officer or Board may select the required number of names from those certified to him.

In all cases where the names of such appointees are not the first of the names certified, the officer or Board making the appointments shall notify the Board in writing of the reason for such action.

SEC. 5. No appointment to any office or place, subject to the provisions of Chapter 313 of the laws of 1895, and to the provisions of these rules, shall be made except in the manner required by these rules.

SEC. 6. Temporary exceptions may be made in cases of emergency, where the public business would suffer otherwise from delay. No such appointment for an emergency shall continue for more than ten days, except with the express consent of the Board.

In every case the officer making such temporary appointment shall immediately report the same with a statement of the reason therefor, and of the time for which he deems such appointment necessary.

Such temporary appointment may be suspended by the Board, if, in its judgment, no satisfactory reason existed for making the same.

DIVISION B.

Special Rules for the Government of the Official Office.

RULE VI.

SPECIAL QUALIFICATIONS OF APPLICANTS.

SECTION 1. Where, in the opinion of the Board, special qualifications are required, and the appointing officer requests, in writing, that the examination for any position in the Official Service be open to persons who are not citizens or residents, or not of full age, the Board may grant such exceptions if it approves of the reasons given.

SEC. 2. When, in the judgment of the Board, the public service will be benefited thereby, examinations for positions in the Official Service may be open to persons of either sex who are 18 years of age and upwards, who otherwise possess the qualifications prescribed by these rules.

RULE VII.

APPLICATIONS.

SECTION 1. Application for admission to any examination in the Official Service may be made at proper office hours, subject, however, to the restriction that it must be filed with the Chief Examiner at least three days before the day fixed for the examination, and to other restrictions herein mentioned, or published by the Board from time to time.

SEC. 2. Each application must contain a statement under oath or affirmation, and in the applicant's own handwriting, showing the following facts:

(1.) Position for which application is made.

(2.) Full name, residence and postoffice address.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) In the case of Ward Superintendents and Assessors, period of residence in the ward.

(7.) Condition of health and physical capacity for the public service.

(8.) Previous employment in the public service.

(9.) Business or employment and residence for the previous five years.

(10.) Names, occupation and residence of all persons in whose employ the applicant has been during the next preceding five years.

(11.) Character and extent of applicant's education.

(12.) That the applicant is not in the habit of using intoxicating liquors to excess.

(13.) That he has not been convicted of any offense against the laws of this or any other State or of the United States.

(14.) Whether married or single, and, in the former case, the number and age of members of the family dependent upon his or her support.

(15.) Such other information as may reasonably be required touching applicant's fitness for the public service.

SEC. 3. Applicants for the positions of Ward Superintendents and Assessors must have been residents not less than six months in the ward in which their duties are to be performed.

SEC. 4. No application for the position of bridge tender shall be received from any man who has not attained the age of thirty (30) years.

SEC. 5. The Chief Examiner will give to each applicant, by mail, at least two days' previous notice of the time and place of examination.

Applicants must produce this notice at the place of examination, where it will be taken up by the Chief Examiner or other person in charge of the examination.

RULE VIII.

EXAMINATIONS.

SECTION 1. Examinations for the OFFICIAL SERVICE shall be open to all persons possessing the qualifications required by law and by these rules to entitle them to the same, and who have made due application in the form required by these rules.

SEC. 2. Examinations shall be held at such times and places as the Board shall from time to time designate.

SEC. 3. No visitors shall be admitted during examinations, except by special permission of the Chief Examiner of the Board.

SEC. 4. The subjects of examination shall be designated from time to time by the Board.

SEC. 5. The relative weight to be attached to each subject at each examination shall have regard to the importance of such a subject as a test of fitness for the particular position to which such examination relates.

SEC. 6. No person shall be entitled to a place upon an eligible list whose average standing upon a just grading in the examination, taking into consideration the relative weight given to the different subjects covered by the examination and to character and experience, shall be less than seventy-five per cent. of complete proficiency.

SEC. 7. The examinations shall be carried on under the supervision of the Chief Examiner, and shall be conducted by him personally whenever practicable.

SEC. 8. In any case where technical or special knowledge or skill is required as a qualification for the position sought, the Board may designate any suitable person or persons possessing the necessary qualification to conduct or assist in such examination.

SEC. 9. An applicant whose name is on an eligible list may take a new examination for the same position before or after his term of eligibility has expired.

SEC. 10. Every applicant present at any examination shall conform to the following instructions:

(1.) Sign your full name upon the identification sheet (Form 4), place it in the small, blue identification envelope, and seal immediately.

(2.) Do not write your name anywhere else while in the examination room.

(3.) Write your answers to Division I on the paper marked Division I, those to Division II on the paper marked Division II, etc.

(4.) Do not copy the questions on the answer sheets.

(5.) Mark each answer with the same number or letter by which the corresponding question is marked on the question sheet.

(6.) Give all calculations in full. Do not use odd paper to multiply or divide, but write all the figures that you have to use on the answer sheet. Should you detect mistakes in your figuring, cross out the wrong work and commence once more. A mistake corrected will not lower your standing.

(7.) Do not write beyond the red line on the right. This space is needed for the marking of your answers.

(8.) No applicant is permitted during any examination, in any manner whatever, to give assistance to any other applicant, or to receive assistance from any person whatever, or to communicate with any person or to leave the room without a guard provided by the Chief Examiner or his assistant.

(9.) A violation of these rules or instructions may exclude the offender from the examination and from all registers of the City Service Department.

SEC. 11. The papers of each applicant shall be marked and graded under his examination number.

SEC. 12. The identification envelope shall not be opened unless by special direction of the Board or its President, until such marking and grading have been passed upon by the Board.

After the grading is finished, the envelopes shall be opened for the purpose of ascertaining the names of the successful applicants and determining their positions upon the proper eligible list.

Whenever, in the opinion of the President, it is necessary to obtain further information regarding the character, experience or other antecedents and qualifications of the competitors, or any one of them, before the Board meets to determine the final grading, he may authorize the Chief Examiner to open the identification envelopes for the purposes of obtaining the needed addresses and references.

SEC. 13. The examination and marking of every applicant examined shall be open to inspection by such applicant.

SEC. 14. The examination papers with marking and final rating of any applicant certified for appointment may be exhibited to the respective appointing officer at the office of this Board and in the presence of the Chief Examiner.

RULE IX.

ELIGIBLE LISTS.

SECTION 1. The names of those applicants who have attained a standing of seventy-five per cent. and over at any examination shall be placed in the order of their relative standing upon a register called "eligible list."

SEC. 2. The Board may consolidate two or more eligible lists of the same kind by rearranging all the eligibles named therein according to their standing.

SEC. 3. When an applicant has been appointed to a position in the official service, his name shall be stricken from that eligible list from which he was certified.

SEC. 4. An applicant registered in any eligible list, whose appointment is rejected by the appointing officer or Board, for reasons reported to the Board, may be retained on said list, unless he or she shall be thus rejected three times.

Such repeated rejection shall be sufficient cause for removing the name of such person from the eligible list.

RULE X.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Whenever an appointing board or officer shall make a requisition upon this Board for names of eligibles for appointment, the Chief Examiner shall certify to such board or officer for the

vacancy or vacancies to be filled, as many names of persons highest in standing upon the proper eligible list in the order of such standing, as fixed by Rule V.

SEC. 2. In case any office or employment requires such special qualifications that the Board is unable to comply with the requisition made with a view to an appointment to that office, they may in their discretion allow a provisional appointment to be made, subject to their approval, and to continue in force only until a proper eligible list can be obtained by examination, or until further action by the Board.

In other cases, if there be no eligible list, and a prompt appointment be required, the Board may authorize the appointing officer to select a suitable person possessing the general qualifications required of all applicants. Such person shall be subjected by the Board to a noncompetitive examination, and if found qualified shall be certified for appointment.

Whenever practicable, however, a competitive examination of applicants shall be held for every office.

RULE XI.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person holding a position in the Official Service may be transferred to another position of the same class and grade, in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such transfer shall be desirable.

SEC. 2. Any person holding a position in the Official Service may be promoted to a higher grade of the same or a similar class, in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such promotion shall be for the best interest of the service.

SEC. 3. All transfers and promotions shall be subject to approval by the Board.

RULE XII.

INSPECTORS OF WORK DONE UNDER CONTRACT.

SECTION 1. No applicant shall be certified for the position of inspector of any work to be done under contract who is not a prac-

tical and experienced workman in the branch of work over which he seeks to be made an inspector.

SEC. 2. In the case of applicants who have heretofore been employed by the city in such positions, the head of the department under which such former employment was had will be called upon for full reports as to the past record of such applicants for faithfulness, competency and efficiency, and such reports shall be made in writing. Great weight will be given to such reports.

SEC. 3. Any applicant for the position of inspector of work to be done under contract, whose name shall have been placed on the proper eligible list, and who shall thereafter have received an appointment to such a position, will not again be required to make an application to the Board of City Service Commissioners; but his name shall remain upon the proper eligible list until removed therefrom by the Board for cause.

SEC. 4. Whenever any new public work is to be commenced, the inspector having the highest standing among the unemployed individuals of the eligible list of his class shall have preference, and each one shall at all times be reassigned to work in the order of his rating.

SEC. 5. But if not appointed to such position, no applicant's name shall be retained upon such eligible list for more than one year, unless he shall so request in writing and his request granted by the Board.

In case he so request, his name may be continued upon such eligible list, at the discretion of the Board, for a second year, or a shorter period of time, subject, however, to be removed therefrom at any time for cause in accordance with these rules.

DIVISION C.

Special Rules for the Government of the Labor Service.

RULE XIII.

QUALIFICATIONS OF APPLICANTS.

SECTION 1. On the written request of an appointing officer or Board in any department, the Board may direct that employment in

any designated branch of the Labor Service in such department shall be open to minors, not, however, less than fifteen years of age.

SEC. 2. Skilled mechanics must have served not less than four years as journeymen at their respective trades.

RULE XIV.

APPLICATIONS.

SECTION 1. When the applications for work in any branch of the Labor Service are, in the opinion of the Board, sufficient in number to meet all probable demands for a period of six months or more, registration in that branch shall be suspended until again ordered by the Board.

SEC. 2. Each application shall show the following facts:

(1.) That the applicant desires employment in the Labor Service of the city. If the applicant is a skilled laborer, he will specify in what particular line of work he desires to be employed, and any important specialty of his trade in which he excels.

(2.) The full name, residence and postoffice address of the applicant.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) Period of residence in the ward in which the applicant resides.

(7.) Condition of health and physical capacity for the public service.

(8.) What, if any, employment in the public service the applicant has had.

(9.) The business or employment and the residence of the applicant for the previous five years.

(10.) The name, occupation and address of the applicant's present employer, and the name, occupation and address of the applicant's last employer, the position he held and the reason why he left this position.

(11.) The character and extent of the applicant's education.

(12.) Whether the application is in the applicant's own handwriting.

(13.) If not, the name of the person who wrote it for him.

(14.) That the applicant is not in the habit of using intoxicating liquors to excess.

(15.) That he has not been convicted of any crime against the laws of this or any other State or of the United States.

(16.) Whether married or single, and in the former case, number and age of members of the family dependent upon his or her support.

(17.) Such information as may be required by the Board touching the applicant's fitness for the public service.

SEC. 3. If the applicant is not able to sign his name, he may sign his mark, which must in that case be witnessed by the person who filled out the application for him.

SEC. 4. For any service other than common labor the applicant will be required to produce a certificate from some competent person, or persons, in the same trade or occupation, of the applicant's ability to do the special kind of work in which he desires to be employed.

RULE XV.

EXAMINATIONS.

SECTION 1. Upon the return of the application blank properly filled out and signed by the applicant with his name or mark, together with the required certificates as to character, sobriety, industry and fitness, duly filled out and executed, the Chief Examiner will number the application in the order of its receipt, and either examine the applicant forthwith, or notify the applicant of the time and place of his examination.

SEC. 2. At the time and place so specified, the members of the Board, the Chief Examiner, or such persons as may be selected by the Board, shall, in such manner as the Board may prescribe, make inquiry regarding the age, residence, citizenship, character, physical condition, family, means, schooling, previous occupation, experience and skill of each applicant, and ascertain and determine whether he is qualified for the employment sought.

SEC. 3. No educational test will be required for common laborers.

SEC. 4. Before entering the name of any applicant on the eligible list, such further inquiry may be made in regard to his character and capacity as the Board may deem practicable and expedient.

SEC. 5. Each applicant shall receive a marking and credit based upon the qualifications shown by his examination and by the evidence presented of his character and fitness for the employment sought.

RULE XVI.

REGISTRATION AND ELIGIBLE LISTS.

SECTION 1. Registers shall be kept in the office of the Board for each trade and the different branches of labor in the City Service.

SEC. 2. Applicants for common or skilled labor who have been found by the Board to be qualified for the employment sought shall be entered upon the appropriate eligible lists in the order of rating fixed by the Board.

Those of the same class having equal rating shall be arranged as nearly as may be in the order of the dates of their examination.

SEC. 3. Excellence in any specialty of any class of labor or trade shall be indicated in the pertinent registers and eligible lists opposite the names of the applicants.

SEC. 4. An applicant registered in any eligible list of the Labor Service, whose appointment is rejected by the appointing officer or Board, may be retained on said list, unless thus rejected by the appointing power twice.

SEC. 5. When the eligible list of any ward is exhausted, the certifications may be made from the eligible lists of other wards.

RULE XVII.

REQUISITION, CERTIFICATION AND EMPLOYMENT.

SECTION 1. When the services of laborers are required, the appointing officer or board shall notify the Board, stating the number needed, and the particular kind of labor for which they are needed, with the compensation.

SEC. 2. The Board shall thereupon certify to the appointing officer or board the names and residences of the number of men called for, and as many more as required by Section 2 of Rule V.

SEC. 3. In the case of unskilled labor to be performed under the supervision of the Ward Superintendents, the names certified shall be those of persons who have been for six months next preceding residents of the ward in which the labor is to be performed.

RULE XVIII.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person employed in any department of the Labor Service may be transferred to similar work in any other department of

the Labor Service, or promoted to similar work in any other department of the Labor Service or to similar work in the Official Service in the same department, subject to the approval of the Board.

SEC. 2. Immediate notice of such transfer or promotion shall be given to the Board by the head of the department to which the employe is transferred, and such change, if approved by the Board, shall be certified to the Comptroller.

SEC. 3. Common and skilled laborers employed in any subdivision of public work which is divided into districts, and whose work requires special training, as in the sewerage sub-departments, water works, and park service, may be entered in the Civil List under the general heading for such subdivision, with the needed sub-headings for each district; and they may be transferred in their respective subdivisions from one district to another and re-transferred without formal notice to this Board from the appointing power.

This rule does not apply to the common laborers under Ward Superintendents.

EXHIBIT B.

REPORT

OF THE

Chief Examiner and Secretary

TO THE

BOARD OF CITY SERVICE COMMISSIONERS

OF THE

CITY OF MILWAUKEE.

JANUARY 1, 1903.

REPORT

OF THE

CHIEF EXAMINER AND SECRETARY.

MILWAUKEE, January 1, 1903.

To the Honorable the Board of City Service Commissioners:

Gentlemen—In accordance with the provisions of the City Civil Service laws of this State, I have the honor to herewith submit to your honorable body my report on the work and history of this Commission for the twelve months from January 1, 1902, to December 31, 1902.

At the expiration of his four years' term of service in July of last year, Commissioner Edgar L. Wood, who also served as President of the Board from July 6, 1900, to July 3, 1901, retired, and the Commissioners, conscious of the valuable services which he had rendered while in office, adopted the following resolution, introduced by President E. P. Butler:

> "*Whereas*, Our esteemed colleague, Mr. Edgar L. Wood, having completed the full term for which he was appointed as a member of this Board, is about to retire from the public service, to which he has liberally and gratuitously devoted his time and thoughts in the administration of the Civil Service Law; now, therefore, be it
>
> "*Resolved*, That the remaining members of the Board do hereby express to their retiring colleague their highest appreciation of his unselfish and public-spirited labors in the City's interest, of his untirng devotion to the true principle of civil service reform, of his courage and independence in the delicate duty of enforcing the civil service rules, of his ever present strong sense of justice and non-partisanship in their application, and of his tactful methods for preventing conflicts with appointing officers by which a cordial sense of good feeling has been preserved between these officers and the Civil Service Commission."

The Mayor appointed Mr. John H. Windfelder to fill the vacancy. Commissioner Windfelder qualified in due time and took his seat at the meeting of the Board on July 16, 1902. At the same meeting

President Butler was re-elected President of the Commission for the ensuing year.

On July 9, 1902, Commissioner George P. Ziegler, whose term of office was to expire on the first Monday in July 1904, for business reasons, resigned, the Board losing thereby an honest, efficient and conscientious member, and the Civil Service a loyal and staunch supporter.

The Mayor appointed Wm. W. McIntyre to fill the vacancy. Commissioner McIntyre qualified in due time and took his seat at the meeting of the Board July 16, 1902.

On July 28, 1902, Chief Examiner and *Ex-Officio* Secretary of the Board, C. Herman Dorner, has been removed by the Board, and to fill the vacancy the undersigned was appointed, his term of office beginning July 29, 1902.

The Board held seventeen meetings during the last year, exclusive of meetings held during oral examinations, at which two or more commissioners always participated.

During the year 1902 seventeen competitive examinations were held for twenty-one different classes of the official service. Three hundred and twenty-four applicants were summoned by mail for examination; 244, or 75 per cent., appeared; 233, or 95 per cent. of those who appeared, finished the examination; 179 passed the examination, which is equal to 73 per cent. of those who appeared, and 76 per cent. of those who finished the examination.

The different results obtained show conclusively to the unbiased and unprejudiced mind that the examinations are by no means so difficult and rigid as some people imagine. Especially during my incumbency in office, it has always been my earnest eadeavor to have the questions for the different examinations as simple, and devoid of all unnecessary intricacies, as possible, but at the same time the questions asked to be practical and calculated to gauge the actual knowledge and experience the respective applicant possesses, concerning the office or position he seeks to enter. In fact, every effort has been made by the Board to carry out the letter and the spirit of the law, which directs that all examinations shall be practical and shall fairly test the relative fitness of the various candidates for the sort of employment they desire.

In all technical examinations the aid of trained, practical and experienced experts in the line of work concerned, men of recognized professional standing and unimpeached integrity, have been invariably called into service and the preparation of questions and the marking of papers placed in their hands under the supervision of the Board. These experts, who invariably render these services gratis, deserve thanks and commendation, and on behalf of the Board of Civil Service Commissioners I hereby express the thanks of the Board to these men who have furnished their services in those examinations in which expert assistance has been necessary.

Besides the written examination held under the immediate supervision of the Secretary, each applicant is also examined orally by the Commissioners themselves, who are thereby enabled to judge the personality of each applicant, his respectability, fitness, competency and efficiency. The average rating in these oral examinations is seldom below 85 per cent. I consider the oral examination one of the most important features in the whole proceedings in examining candidates.

Ear may deceive,
Eye seldom does.

In addition to the written and oral examinations, the Board seeks to obtain reliable information as to the experience and character of every applicant, from persons acquainted with the applicant, and in most cases this information is asked from his former employers, but nevertheless, I must admit that the marking of character is one of the most difficult parts of every examination.

In the conduct of these examinations, the utmost secrecy as to the nature of the questions is maintained.

As regards examinations either of skilled or unskilled laborers, these are conducted on the non-competitive plan. Each labor applicant is obliged to file his application, and is then and there subjected to oral examination, his answers written down for him, his health and character estimated by his general conduct and appearance. If further information is desired as to his efficiency and competency in his profession or trade, his references named in his application sheet are applied to. In fact in all examinations for entrance to the labor service, of either the skilled or unskilled labor, no educational qualifications are required, the oral test is simply a method of finding out by word of mouth what the applicant knows about the work for which he

applies, and from his personal appearance is judged whether he is physically competent to perform the respective labor applied for.

For more detailed account respecting examinations I beg leave to refer to Appendix Exhibit "A."

The amendments and changes in the rules during the past year have been few and unimportant.

At the meeting held Feb. 14, 1902, the Board adopted the following resolution, which resolution was duly approved by the Mayor:

> "*Resolved*, That Section 4 of Rule VII of the rules of the City Service Commission of the City of Milwaukee be amended by striking out the words and figures fifty (50) where they occur, and substituting in lieu thereof the words and figures thirty (30), so that said section, when so amended, shall read as follows:
>
> "SECTION 4. No application for the position of bridge tender shall be received from any man who has not attained the age of thirty (30) years."

At the same meeting the Board adopted a resolution that the transfer of names of tax assessors or ward superintendents from the eligible list of one ward to that of another are not to be made.

At a meeting of the Board held July 2, 1902, Section 4 of Rule V was amended to read as follows:

> "The appointing officer or board may select the required number of names from those certified to him.
>
> "In all cases where the appointees are not the first of the persons whose names are so certified, the officer or board making such appointment shall notify the Board in writing of the reason for such action; and such appointment shall be subject to the approval of the Board, and shall not be certified to the City Comptroller unless so approved."

At the meeting held July 16, 1902, the Board adopted a resolution which provides that in case the Board should fail to meet at the regular monthly meeting, the President, or in his absence, any of the Commissioners, shall be authorized to approve and sanction the changes in the service, which otherwise would require the action of the Board.

Many appointing officers have repeatedly expressed the opinion that examinations of the various official classes ought to take

place more frequently, so that new applicants might have opportunity to take the examination, and many of the applicants whose names already appeared on the old eligible lists frequently requested the Board to hold new examinations, in order that they might improve their standing. Taking these many requests into consideration the Board at the meeting held Dec. 27, 1902, adopted a resolution abolishing all eligible lists over one year old, and ordered that new examinations be had without delay. In conformity with this order examinations are held weekly when possible.

During the year just past, a part of the public press of the city lost no opportunity to criticise and censure the Civil Service Commission. All these attacks and criticisms were wholly unmerited, unwarranted and unjustifiable. In every act of the Board, no matter how just and meritorious, some of the papers espied directly treasonable designs to undermine the merit system in this city, whereas, I have the temerity to assert, that there does not exist in the whole Union a city of the size of Milwaukee where the merit system is more justly, more strictly and more equitably administered than in our city, and where the Commissioners would be more vigilant and conscientious in upholding and enforcing the rules of the Civil Service Laws.

It is true, that under our form of government, where every public official, whether elected or appointed, is a public servant, his official acts by right are subject to criticism, but let that criticism be correct and just. All the Commissioners ask of the public is a "fair play."

TRUE AIM OF CIVIL SERVICE.

All that Civil Service demands is simply that the business part of the city administration shall be carried on in a sound and business-like manner, and this the Civil Service Commission of this city endeavored to accomplish in the past, does so in the present, and, no doubt, will endeavor to do so in the future. The beneficent workings of the merit system in this city have long passed the stage of mere experiment, and the most bitter enemies of Civil Service must admit, that it accomplished a far-reaching and lasting good since its adoption.

It is to be greatly regretted that the legislature of our State does not deem it advisable to place Milwaukee County, and, in fact, all the Counties of this State,, under the beneficent rules of the merit system. And, in my judgment, the greatest good would be accom-

plished if the whole State would be placed under the Civil Service rules.

There is no earthly reason why the City of Milwaukee alone should be protected from the rapacity of "spoilsmen" and the rest of the State exposed and subjected to their baleful influence and machination. "It is a mistake," says the former Secretary of this Board, Charles H. Doerflinger, in the annual report, "to suppose that political corruption is confined to the cities. In our own local government the County, with its large and bounteously provided institutions, has generally been the incubator and incubus of corruption." Hence the legislature would greatly benefit the tax payers in placing this County under Civil Service, for it would thereby not only kill the now existing "incubus" of corruption, but it would likewise purify and elevate the tone of our County government, and relieve the officers elect from the burden and responsibility of distributing political patronage.

It is unnecessary to recapitulate the arguments in favor of the Civil Service system. Wherever it has been introduced and adopted, it fully demonstrated its usefulness and beneficial influence on municipal and other governments. Ex-President Cleveland, in one of his messages, says:

> "The advantages to the public service of an adherence to the principles of Civil Service Reform are constantly more apparent, and nothing is so encouraging to those in official life who honestly desire good government, as the increasing appreciation by our people of these advantages. A vast majority of the voters of the land are ready to insist that the time and attention of those they select to perform for them important public duties should not be distracted by doling out minor offices, and they are growing to be unanimous in regarding party organization as something that should be used in establishing party principle instead of dictating the distribution of public places as rewards for partisan activity."

And every true, patriotic, upright and honest citizen, who considers a public office a public trust and not a political reward, will heartily endorse the words of our former President.

It is with great satisfaction that I am able to report that with the strict economy practiced by the Commission, the expenses of the office have been kept well within the appropriation, as shown by the following financial statement:

FINANCIAL STATEMENT FOR THE YEAR.

From January 1 to December 31, 1902.

CIVIL SERVICE FUND:		
Appropriation for 1902	$3,600 00	
Total balance City Treasurer's office, Dec. 31, 1901	472 80	
DISBURSEMENTS:		
Printing annual report and blank forms		$177 30
Typewriter and mimeograph supplies		17 25
Stationery		29 71
Office fixtures and furniture		52 39
Telephone service		72 30
Advertising examinations		31 83
Postage		60 00
Salaries		3,099 96
Balance on hand Dec. 31, 1902		532 06
	$4,072 80	$4,072 80

The tables of statistics show the work of the office in detail.

STATISTICS OF APPLICANTS

FOR THE

OFFICIAL SERVICE,

January 1, 1902, to December 31, 1902, inclusive.

A.	Total number of applicants	342
B.	Dropped for non-appearance or other reasons	79
C.	Examined during the above period	245
D.	Not yet examined, awaiting examination	201
E.	Married	227
F.	Single	115
G.	Native born	216
H.	Foreign born	126
I.	Veterans	9
J.	Women	11
K.	Average age	35.5 years.

NATIVITY OF 342 OFFICIAL APPLICANTS.

NATIVE BORN.

Milwaukee	128	Maine	2
Wisconsin (exclusive Milwaukee)	52	California	1
New York	13	Connecticut	1
Illinois	7	Iowa	1
Kansas	2	Massachusetts	1
Ohio	2	Michigan	1
Pennsylvania	2	U. S. (states not given)	3
			216

About 63% native born.

FOREIGN BORN.

Germany	68	Denmark	2
Ireland	17	England	2
Norway	11	Russia	2
Austria-Hungary	7	Sweden	2
Scotland	4	Netherlands	1
Canada	3	Switzerland	1
Poland	3	Wales	1
Bohemia	2		126

Total, 342.

About 37% foreign born.

(In giving percentages in statistical tables fractions are omitted.)

RESIDENCE IN UNITED STATES.

No. of Applicants.	Years.	No. of Applicants.	Years.
8	6 to 10	26	41 to 45
16	11 to 15	11	46 to 50
41	16 to 20	11	51 to 55
70	21 to 25	3	56 to 60
61	26 to 30	1	66 to 70
63	31 to 35	342	
31	36 to 40		

AGE OF APPLICANTS.

No. of Applicants.	Years.	No. of Applicants.	Years.
16	16 to 20	24	46 to 50
56	21 to 25	28	51 to 55
60	26 to 30	13	56 to 60
53	31 to 35	5	61 to 65
45	36 to 40	4	66 to 70
38	41 to 45	342	

EXAMINATIONS IN THE OFFICIAL SERVICE.

During the Year 1902.

Date of Examination. 1902.	Position Sought.	Applicants Inv. to Appear	Applicants Appeared	Did not finish	Finished	Highest Rating	Lowest Rating	Failed	Passed
Jan. 29 ...	Oiler	30	22	..	22	96.467	66.440	2	20
Mch. 5 ...	Bridge Tender, 1st & 2d Class.	61	56	2	54	94.833	53.500	13	41
Apr. 4 ...	Janitor, 1st and 2d Class	58	36	..	36	91.732	28.000	13	23
Apr. 11 ...	Gardener	7	7	..	7	94.417	53.958	3	4
June 27 ...	Food Analyst	1	1	..	1	99.375	99.375	..	1
July 3 ...	Assistant Building Inspector...	4	3	..	3	92.568	63.603	2	1
July 10 ...	Matron City Hospitals	5	2	..	2	91.956	89.283	..	2
July 17 ...	Ward Superintendent	10	10	1	9	92.795	33.667	2	7
July 24 ...	High Grade Clerk	43	29	1	28	90.717	67.110	3	25
July 31 ...	Plumber & Asst. Plumb. Insp..	5	5	..	5	91.024	54.730	3	2
Aug. 7 ...	Park Conservatory Foreman...	3	1	..	1	88.000	88.000	..	1
Aug. 14 ...	Supt. and Asst. Supt. Natatoria.	20	17	3	14	97.500	35.250	4	10
Sept. 18 ...	Fireman Stationary Engines...	32	22	4	18	90.950	53.750	4	14
Sept. 25 ...	Park Police	18	9	..	9	94.529	55.232	..	9
Dec. 17 ...	Library Assistant	18	15	..	15	91.308	38.765	3	12
Dec. 23 ...	Museum Attendant	4	4	..	4	88.146	65.404	1	3
Dec. 30 ...	Assistant Building Inspector...	5	5	..	5	91.000	59.850	1	4
		324	244	11	233	99.375	28.000	54	179

PERCENTAGES ATTAINED BY APPLICANTS WHO FINISHED THE EXAMINATION.

6 applicants attained	95 to	100%
36 applicants attained	90 to	95%
56 applicants attained	85 to	90%
39 applicants attained	80 to	85%
41 applicants attained	75 to	80%
55 applicants attained less than		75%
233		

During the year 1902, 324 applicants were called by mail for examination; 244, or 75% appeared; 233, or 95% of those who appeared finished the examination; 179 passed the examination, which is equal to 55% of those called, 73% of those who appeared, and 76% of those who finished.

NATIVITY OF OFFICIAL ELIGIBLES.

December 31, 1902.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	53	Germany	29
Wisconsin (exclusive Milwaukee)	28	Ireland	10
New York	8	Norway	4
Illinois	3	Scotland	4
Ohio	2	Austria-Hungary	3
California	1	Switzerland	3
Kansas	1	Canada	2
Maine	1	Denmark	2
Massachusetts	1	England	2
Michigan	1	Holland	1
Pennsylvania	1	Sweden	1
U. S. (state not given)	1		61
	101		

Total, 162.

62% Native Born. 38% Foreign Born.

APPOINTMENTS IN THE OFFICIAL SERVICE.

During the Year 1902.

To Take Effect.	Name.	Position.
1902.	CITY ENGINEER'S DEPARTMENT.	
Dec. 1....	Leander J. Pierson....	Stenographer.
	HEALTH DEPARTMENT.	
Oct. 1....	Otho Fiedler.....	Food Analyst.
	PARK DEPARTMENT.	
May 1....	R. A. Kowalke.....	Park Police, Washington Park.
May 2....	Louis E. Herzberg.....	Gardener, Mitchell Park.
May 2....	Max Edward Arndt....	Gardener, Mitchell Park.
	PUBLIC LIBRARY DEPARTMENT.	
Feb. 5...	Russell L. Orvis.....	Substitute Library Assistant.
Feb. 27....	Anna J. Boink.....	Substitute Library Assistant.
Feb. 27....	Julia B. Koerner.....	Substitute Library Assistant.
Sept. 22.. .	Mary E. Booth.....	Substitute Library Assistant.
Oct. 6....	Lillie Schreiber.....	Substitute Library Assistant.
Sept. 22....	May O. Williams.....	Substitute Page.
Jan. 22....	Otto Heberlein.....	Substitute Elevator Operator.
Jan. 22....	Chas. F. Stirmell.....	Substitute Elevator Operator.
	PUBLIC MUSEUM DEPARTMENT.	
Sept. 3....	Herbert Clowes... ..	Landscape Molder.
	PUBLIC WORKS DEPARTMENT.	
Apr. 21....	John B. Frymark.....	Clerk.
June 1....	Leon. P. Bollinghausen.	Clerk.
May 6...	Thos. Morrissey.....	Brick and Pipe Sewer Inspector.
May 6 ..	Daniel O'Driscoll.....	Brick and Pipe Sewer Inspector.
May 13....	John Conrad..... .	Superintendent 5th Ward.
June 1....	Louis Weishan.....	Superintendent 11th Ward.
June 4....	George P. Bogk.....	Superintendent 7th Ward.
Aug. 1....	Bruno F. Jaworski.....	Superintendent 14th Ward.
Sept. 6....	John F. Feldmeyer.....	Superintendent 8th Ward.
Aug. 8....	Michael J. Tighe.....	Inspector Street Work.
Nov. 10....	Edw. L. Gruber.....	Assistant Superintendent West Side Natatorium.
Apr. 16 ...	John Laubenheimer....	Bridge Tender.
May 1.....	John P. Stroesser.....	Bridge Tender.
May 8....	Christen Christensen..	Bridge Tender.

APPOINTMENTS IN THE OFFICIAL SERVICE—CONTINUED.

For the Year 1902.

To Take Effect.	Name.	Position.
1902.	SCHOOL DEPARTMENT.	
May 3....	Frank A. Pigeon.....	Janitor First District School.
May 5....	Albert H. Poiron.....	Janitor First District School.
Aug. 15....	James L. Hickey.....	Janitor Sixteenth District School.
Aug. 15....	Ira Soerens.....	Janitor Twenty-Second Primary School.
Oct. 24....	Rudolph H. Stuckert...	Janitor Eighteenth District School.
Nov. 1....	Frank C. Wachs.....	Janitor Fourth District School.
Dec. 16....	Otto Braun.....	Janitor 5th District Primary School No. 1.
	WATER REGISTRAR'S DEPARTMENT.	
Feb. 15....	Geo. H. Dapper.....	Meter Reader.
May 1....	Peter Reiff.....	Meter Reader.
Sept. 9....	J. C. Walloch.....	Meter Reader.
Nov. 1....	Wm. Sindorf.....	Meter Reader.

PROMOTIONS IN THE OFFICIAL SERVICE.

During the Year 1902.

To Take Effect.	Name.	Position and Department.
1902.	PUBLIC WORKS DEPARTMENT.	
Apr. 17....	Walter Cooke.....	Bill Clerk to Bookkeeper.
Apr. 17....	Wm. H. Schacht.....	Order Clerk to Bill Clerk.
Oct. 16....	Teofil Szukalski.....	Tunnel Inspector to Assistant Superintendent Sewers.
Dec. 17....	Tony Bellant.....	Steam Fitter's Helper (labor service) to Fireman (official service) City Hall.
	CITY ENGINEER'S DEPARTMENT.	
June 1....	Otto Phillips.....	Oiler High Service Pumping Station to Assistant Engineer.
Oct. 1....	Oscar E. R. Ludovice..	Chainman to Rodman.
	WATER DEPARTMENT.	
Oct. 1....	Wm. McCaigue.....	Inspector and Calker to Assistant Superintendent Meters and Distribution.
Sept. 13....	Th. Grudnowski.....	Laborer North Point Pumping Station to Watchman (official service) Milwaukee River Dam, Public Works Dept.
Nov. 1....	Frank Radke.....	Laborer to Watchman (official service) at Reservoir.
June 1....	Chas. R. Gerbing.....	Coal Passer (labor service) Flushing Works to Oiler (official service) High Service Pumping Station.
Aug. 15....	Thos. Goggins.....	Coal Passer (labor service) to Oiler (official service) Jones Island Pumping Station.
Oct. 1....	Aug. Kleindienst	Plumber (labor service) to Superintendent of Meters (official service).
Oct. 1....	Bernard Wolski.....	Teamster (labor service) to Hydrant Inspector (official service).
Jan. 1....	John Maihoelzer.....	Helper (labor service) to Hydrant Inspector (official service).
Oct. 1....	Patrick Shanley.....	Helper (labor service) to Hydrant Inspector (official service).
Oct. 1....	Wm. A. Hill.....	Helper (labor service) to Hydrant Inspector (official service.)
Oct. 1....	Chas. Kies.....	Helper (labor service) to Hydrant Inspector (official service).
Dec. 15....	Thomas Flynn.....	Helper (labor service) to Hydrant Inspector (official service).

PROMOTIONS IN THE OFFICIAL SERVICE—CONTINUED.

During the Year 1902.

To Take Effect.	Name.	Position and Department.
1902.	WATER REGISTRAR'S DEPARTMENT.	
May 1....	Wm. F. Steinel.....	Meter Reader to Clerk.
	PUBLIC LIBRARY DEPARTMENT.	
Apr. 8....	Alice B. Radcliffe.....	Substitute Assistant to Regular Assistant.
July 9....	Anna B. McClure.....	Substitute Assistant to Evening Assistant.
July 9....	Julia Koerner.....	Substitute Assistant to Evening Assistant.
Dec. 9....	Mary E. Booth.....	Substitute Assistant to Evening Assistant.
Dec. 9....	Anna B. McClure.....	Evening Assistant to Day Assistant.
Dec. 9....	Otto Heberlein.....	Substitute Elevator Operator to regular Elevator Operator Evenings.
	HEALTH DEPARTMENT.	
May 1....	W. C. Bennett.....	Food Analyst to Registrar Vital Statistics.
	PARK DEPARTMENT.	
Aug. 6....	Ludwig Olszowski.....	Laborer to Foreman Kosciusko Park—labor to official service.

CHANGES IN THE OFFICIAL SERVICE.

During the Year 1902.

Appointments	39	Resignations	31
Promotions	14	Deaths	5
Promotions from labor to official service	13	Discharges	12
Transfers	19	Emergency appointments	92
Increase of salary (excepting promotions and transfers	183		408

NATIVITY OF APPOINTEES IN THE OFFICIAL SERVICE.

During the Year 1902.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	15	Germany	8
Wisconsin (exclusive Milwaukee)	7	Poland	2
Ohio	2	England	1
Michigan	1	France	1
	25	Ireland	1
		Norway	1
			14

Total, 39.

64% Native Born. 36% Foreign Born.

STATISTICS OF APPLICANTS FOR THE LABOR SERVICE.

During the Year 1902.

A.	Total number of applicants	397
B.	Married	307
C.	Single	90
D.	Veterans	9
E.	Women	17
F.	Native born	125
G.	Foreign born	272
H.	Can read and write English	202
I.	Can read and write foreign languages	223
J.	Can not read and write any language	40

STATISTICS OF APPLICANTS FOR SKILLED LABOR.

During the Year 1902.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	19	Germany	10
Wisconsin (exclusive Milwaukee)	10	Ireland	2
New York	6	Italy	2
Illinois	1	Austria-Hungary	1
Michigan	1	England	1
Minnesota	1	Holland	1
New Hampshire	1	Norway	1
	39		25

Total, 64.

61% Native Born. 39% Foreign Born.

RESIDENCE IN U. S.		AGE.	
No. of Applicants.	Years.	No. of Applicants.	Years.
2	11 to 15	11	21 to 25
4	16 to 20	14	26 to 30
14	21 to 25	8	31 to 35
13	26 to 30	4	36 to 40
13	31 to 35	8	41 to 45
8	36 to 40	6	46 to 50
4	41 to 45	5	51 to 55
4	46 to 50	5	56 to 60
1	51 to 55	3	61 to 65
1	61 to 65		
64		64	

Have families dependent upon them for support	40
Freeholders	15
Can read and write English	34
Can read and write English and German	14
Can read and write German	6
Can read and write English and Norwegian	4
Can read and write English and Polish	2
Can read and write English and Hollandish	1
Can read and write Italian	1
Can read and write Polish	1
Can not read and write any language	1
	64

STATISTICS OF SKILLED LABOR ELIGIBLES.

December 31, 1902.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	17	Germany	25
Wisconsin (exclusive Milwaukee)	3	Norway	4
Michigan	1	Holland	1
Minnesota	1	Italy	1
New Hampshire	1		31
New York	1		
Pennsylvania	1		
	25		

Total, 56.

45% Native Born. 55% Foreign Born.

AGE OF SKILLED LABOR ELIGIBLES.

No. of Eligibles.	Years.	No. of Eligibles.	Years.
11	21 to 25	6	46 to 50
8	26 to 30	9	51 to 55
7	31 to 35	5	56 to 60
3	36 to 40	56	
7	41 to 45		

Have families dependent upon them for support	41
Freeholders	15
Veterans	1

Can read and write English and German	24
Can read and write English	16
Can read and write German	6
Can read and write English and Norwegian	4
Can read and write English and Polish	2
Can read and write English, German and French	1
Can read and write English and Hollandish	1
Can read and write Italian	1
Can not read and write any language	1
	56

STATISTICS OF APPLICANTS FOR COMMON LABOR.

During the Year 1902.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	37	Germany	183
Wisconsin (exclusive Milwaukee)	21	Ireland	27
New York	11	Italy	11
Pennsylvania	3	Austria-Hungary	10
Massachusetts	2	England	3
Rhode Island	2	Russia	3
Connecticut	1	Bohemia	2
Indiana	1	Holland	2
Iowa	1	Norway	2
Kentucky	1	France	1
Maine	1	Scotland	1
Maryland	1	Switzerland	1
Michigan	1	Wales	1
Missouri	1		247
Ohio	1		
U. S. (state not given)	1		
	86		

Total, 333.

26% Native Born. 74% Foreign Born.

RESIDENCE IN U. S.		AGE.	
No. of Applicants.	Years.	No. of Applicants.	Years.
1	3 to 5	1	16 to 20
17	6 to 10	22	21 to 25
37	11 to 15	27	26 to 30
41	16 to 20	22	31 to 35
56	21 to 25	29	36 to 40
43	26 to 30	19	41 to 45
44	31 to 35	38	46 to 50
30	36 to 40	45	51 to 55
20	41 to 45	51	56 to 60
23	46 to 50	42	61 to 65
12	51 to 55	29	66 to 70
6	56 to 60	7	71 to 75
3	61 to 65	1	81 to 85
333		333	

Have families dependent upon them for support	267
Freeholders	133
Veterans	9

Can read and write German	83
Can read and write English	71
Can read and write English and German	60
Can read and write Polish	27
Can read and write German and Polish	25
Can read and write English, German and Polish	6
Can read and write English and Polish	5
Can read and write Italian	4
Can read and write German and Bohemian	2
Can read and write Bohemian	2
Can read and write Norwegian	2
Can read and write English, German and French	1
Can read and write English, German and Hollandish	1
Can read and write English and Hollandish	1
Can read and write English and Italian	1
Can read and write English and Welsh	1
Can read and write German and Hungarian	1
Can read and write French	1
Can not read and write any language	39
	333

LABOR ELIGIBLE LISTS.

In Force December 31, 1902.

SKILLED LABORERS.

Blacksmiths	3	Masons and Plasterers	8
Bridge Carpenters	14	Painters	4
Bridge Painters	6	Plumbers	4
Carpenters and Cabinet Makers.	9	Slater	1
Locksmith	1	Steamfitters	3
Machinists	2	Tinners	1

MISCELLANEOUS SPECIAL COMMON LABORERS.

Boatmen	7	Park Laborers (South Side)	6
Bridge Helpers	9	Pasters Public Library	4
Bridge Laborers	6	Pavers	11
Calker's Helper	1	Pipe Layers	2
Cleaners Pub. Bldgs. (male)	40	Pound Driver	1
Cleaners at Pumping Stations	8	Scrubwomen	18
Helpers at Pumping Stations	11	Sewer Cleaners	2
Laborers at Pumping Stations	10	Sewer Digger (miner)	1
Coal Passers	26	Sewer Laborers (East Side)	8
Electrician's Helpers	8	Sewer Laborers (West Side)	6
Laborers Public Library	3	Sewer Laborers (South Side)	8
Laborers School Repair Dept.	2	Steamfitter's Helpers	3
Machinist's Helper	1	Teamsters	3
Mason's Helper	1	Tree Trimmer	1
Meter Repairers	21	Water Dept.—Helpers	36
Office Cleaners (female)	44	Water Dept.—Laborers	11
Park Laborers (East Side)	16	Water Dept.—Turn-on-and-off men	24
Park Laborers (West Side)	31		

WARD LABORERS.

First Ward	5	Thirteenth Ward	36
Second Ward	11	Fourteenth Ward	24
Third Ward	8	Fifteenth Ward	9
Fourth Ward	4	Sixteenth Ward	2
Fifth Ward	17	Seventeenth Ward	7
Sixth Ward	11	Eighteenth Ward	26
Seventh Ward	3	Nineteenth Ward	6
Eighth Ward	11	Twentieth Ward	31
Ninth Ward	35	Twenty-first Ward	15
Tenth Ward	24	Twenty-second Ward	27
Eleventh Ward	35	Twenty-third Ward	11
Twelfth Ward	29		

APPOINTMENTS IN THE LABOR SERVICE.

During the Year 1902.

PUBLIC WORKS DEPARTMENT.

WARDS.

To Take Effect.	Name.	No of Ward.	Position.
1902.			
Apr. 2....	John Schmitt.....	1st	Common Labor.
Apr. 2....	Albert Jach.....	1st	Common Labor.
Apr. 2....	Casper Legler.....	1st	Common Labor.
Apr. 16....	Michael Gately.....	1st	Common Labor.
Nov. 1....	John Koehler.....	1st	Paver.
Mch. 1....	Ernst Maennchen.....	2nd	Common Labor.
Mch. 3....	John Wana.....	2nd	Common Labor.
Mch. 3....	Heinrich Adolph.....	2nd	Common Labor.
Mch. 11....	Julius Baros.....	2nd	Common Labor.
Mch. 11....	J. Onduycovic.....	2nd	Common Labor.
Mch. 11....	Geo. Meindl.....	2nd	Common Labor.
Mch. 11....	John Meyer.....	2nd	Common Labor.
Apr. 21....	Ignazio Maddaleno.....	3rd	Common Labor.
Apr. 21....	Giacomo Palombo.....	3rd	Common Labor.
Apr. 21....	Rocco Maglio.....	3rd	Common Labor.
Apr. 22...	Angostino Geraci.....	3rd	Common Labor.
Apr. 22....	George Lazaro.....	3rd	Common Labor.
June 22....	Patrick McMahon.....	3rd	Common Labor.
Feb. 27....	James Riordan.....	4th	Common Labor.
Mch. 3....	Thomas Moher.....	4th	Common Labor.
Mch. 3....	Martin Sise.....	4th	Common Labor.
Apr. 1....	Florence Daly.....	4th	Custodian Gd. Av. Pk.
May 24....	John J. McKaig.....	4th	Common Labor.
May 26....	John O'Neil.....	4th	Common Labor.
May 27....	C. C. Mills.....	4th	Common Labor.
May 27....	John Tierney.....	4th	Common Labor.
June 11....	Thomas R Mahoney.....	4th	Common Labor.
July 11....	Geo. W Hunt.....	4th	Common Labor.
July 11....	Charles Carpenter.....	4th	Common Labor.
July 11....	James Owen.....	4th	Common Labor.
Apr. 1....	Geo. Larson.....	5th	Common Labor.
Apr. 1....	Joseph Muscha.....	5th	Common Labor.
Apr. 1....	Aug. Dettlaff.....	5th	Common Labor.
Oct. 11....	Henry Mackell.....	5th	Paver.
Mch. 27....	Joseph Koenig.....	6th	Common Labor.
Apr. 1....	Anton Christl.....	6th	Common Labor.
Apr. 1....	Wilhelm Grosskopf.....	6th	Common Labor.
Apr. 1....	Herman Bitter.....	6th	Common Labor.
Apr. 1....	Emanuel F Aebli.....	6th	Common Labor.
Mch. 1....	Otto Buchholz.....	7th	Common Labor.
Mch. 1....	Pasquale Capello.....	7th	Common Labor.
May 2....	Peter Steehouwer.....	7th	Common Labor.
July 14....	Seth Wm. Powers.....	7th	Common Labor.
Oct. 23....	Theo. Garsie.....	7th	Common Labor.
Mch. 13....	Frank Dettman.....	8th	Common Labor.

APPOINTMENTS IN THE LABOR SERVICE—CONTINUED.

During the Year 1902.

To Take Effect.	Name.	No. of Ward.	Position.
1902.			
Apr. 26....	John Czolnowski.....	12th	Common Labor.
June 17....	Michael Slaski.....	12th	Common Labor.
June 2....	Anton Kielpinski.....	14th	Common Labor.
Oct. 9....	Joseph Radkowski.....	14th	Paver.
Oct. 11....	Martin Krzycki.....	14th	Paver.
Jan. 17....	Michael Mueller.....	15th	Common Labor.
Apr. 24....	Michael Connelly.....	17th	Common Labor.
Apr. 24....	Jacob Truher.....	17th	Common Labor.
Apr. 8....	Geo. Meyer	19th	Common Labor.
Apr. 8....	Paul Roenspies.....	19th	Common Labor.
Sept. 4....	Charles Schultz.....	22nd	Paver.
Oct. 7....	Christ. Westphal.....	23rd	Common Labor.

BRIDGE SUB-DEPARTMENT.

To Take Effect.	Name.	Position.
1902.		
Jan. 25....	Albert Skavlem.....	Painter.
Jan. 25....	M. J. Tighe.....	Painter.
Feb. 12....	Frank J. Fails.....	Painter.
Mch. 1....	Harry A. Thompson ...	Painter.
Mch. 1....	August Pezoldt	Painter.
Mch. 1....	Michael Meehan.....	Painter.
Mch. 1....	William Kossow.....	Painter.
Mch. 1....	Herman Engbring.....	Painter.
Mch. 1....	Elmer E. Bradway	Painter.
Mch. 1....	Mike Riley.....	Painter.
Mch. 1....	Peter Seitz.....	Painter.
Mch. 6....	Ray Madison Fuller....	Painter.
Mch. 6....	Michael T. Hopkins....	Painter.
Mch. 11....	John Houlehan	Painter.
Mch. 24....	Thomas Anderson.....	Painter.
Mch 26....	James Maxwell	Painter.
Mch. 26....	Dinis Sullivan	Painter.
Mch. 26....	John J. McCormick	Painter.
Apr. 8....	Alfred H. Putnam.....	Painter.
Apr. 8....	Joseph Bulletset.....	Painter.
Apr. 12....	John Chambers	Painter.
Apr. 15....	Herman Erdmann.....	Painter.
Apr. 15....	George N. Hawes.....	Painter.
May 3....	Thomas A. Meehan	Painter.
May 3....	Louis A. Dondero.....	Painter.
May 3....	John Frederick Worner	Painter.
May 3...	John Murray.....	Painter.
Oct. 16....	Michael Kierans	Painter and Sailor.
Oct. 22....	Jos. T. Shea.....	Painter and Sailor.

APPOINTMENTS IN THE LABOR SERVICE—CONTINUED.

During the Year 1902.

MISCELLANY.

To Take Effect.	Name.	Position.
1902.		
Nov. 1....	Mrs. Mary Owocki.....	Matron South Side Natatorium.
Dec. 4....	Tony Bellant.....	Steam Fitter's Helper City Hall.

CITY ENGINEER'S DEPARTMENT.

Water Sub-Department.

To Take Effect.	Name.	Position.
1902.		
Apr. 11....	George Carney.....	Meter Repairer.
Oct. 1...	George Mueller.....	Machinist's Helper.
Dec. 1....	Frank J. Fails.....	Laborer at Reservoir.
Nov. 1....	Otto Hammann.....	Steam Fitter's Helper at North Point Pumping Station.
Dec. 15....	C. G. Janssen.....	Steam Fitter's Helper Meter and Distribution Subdepartment.
Apr. 10....	Gustav Trapp	Laborer Meter and Distribution Subdepartment.
Apr. 14....	Fred Henning.....	Laborer Meter and Distribution Subdepartment.
Apr. 14 ...	John Graj	Laborer Meter and Distribution Subdepartment.
Apr. 14....	Wm. Retzlaff.....	Laborer Meter and Distribution Subdepartment.
May 5....	Aug. Schulist.....	Laborer Meter and Distribution Subdepartment.
May 5....	Philip Mangino.....	Laborer Meter and Distribution Subdepartment.
June 23...	Elmer J. Ransom	Helper North Point Pumping Station.

APPOINTMENTS IN THE LABOR SERVICE—CONTINUED.

During the Year 1902.

PARK DEPARTMENT.

To Take Effect.	Name.	Position.	Place of Employment.
1902.			
May 22....	John Sculley.....	Laborer.....	Lake Park.
May 25....	Stephen Szczepanski	Laborer.....	Lake Park.
June 16....	Carl Lang	Laborer	Washington Park.
June 18....	Anton Porth.....	Custodian Golf Links	Washington Park.
Apr. 18....	Henry Robrahn.....	Laborer	Humboldt Park.
Apr. 18....	Fredriek Schutz.....	Laborer	Humboldt Park.
Apr. 18....	William Birk.....	Laborer	Humboldt Park.
Apr. 30....	Martin Gruszczynski	Laborer	Humboldt Park.
June 14....	Albert Ciepluch.....	Laborer	Humboldt Park.
May 22....	Fred Kuehnel.....	Boatman.....	Humboldt Park.
Apr. 22....	John Wielebski	Laborer	Mitchell Park.
Apr. 22....	John Baeuchle	Laborer	Mitchell Park.
Apr, 24....	Ignatz Grabarkiewicz	Laborer	Mitchell Park.
Apr. 24....	Peter Reuter	Laborer	Mitchell Park.
Apr. 24....	John Coleman	Laborer	Mitchell Park.
Apr. 24....	Carl Dallman	Laborer	Mitchell Park.
Apr. 24....	Andrew Albinski....	Laborer	Mitchell Park.
Apr. 24....	Martin Krzycki.....	Laborer	Mitchell Park.
Apr. 24....	Ant. Rozmarynowski	Laborer	Mitchell Park.
May 10....	Michael Sammon...	Laborer	Mitchell Park.
May 10....	John Pryba.....	Laborer	Mitchell Park.
May 12....	Henry Rietzke.....	Laborer	Mitchell Park.
May 12.. .	Edward Otto.....	Laborer	Mitchell Park.
June 2....	John Dalzin	Laborer	Mitchell Park.
June 2....	Louis Foster.....	Laborer	Mitchell Park.
Aug. 8....	Chas. Fuegar.....	Laborer	Mitchell Park.
Aug. 8....	John Schmidt.....	Laborer	Mitchell Park.
Sept. 15....	John Rojtek	Laborer	Mitchell Park.
Sept. 15....	Stanislaus Ratajski..	Laborer	Mitchell Park.
Apr. 10....	Leon Szybcynski....	Laborer	Kosciusko Park.
Apr. 10....	Friedrich Wall	Laborer	Kosciusko Park.
June 14....	Albert Wisinski.....	Laborer	Kosciusko Park.

APPOINTMENTS IN THE LABOR SERVICE—CONTINUED.

During the Year 1902.

SCHOOL DEPARTMENT.

To Take Effect.	Name.	Position.
1902.		
Mch. 12....	Christian Nieman.....	Cabinet Maker.
July 1....	Ferdinand Hornbege...	Carpenter.
July 3....	Kajaten Wagner.....	Carpenter.
July 5....	Frank Stock	Carpenter.
July 7....	Carl Klann.....	Carpenter.
July 10....	William Voeltz	Carpenter.
July 11....	Abraham Wolfenden, Jr	Carpenter.
July 14....	Christoph Lohse.....	Carpenter.
July 14....	William C. Nevermann	Carpenter.
July 14....	Geo. Kramer.....	Carpenter.
July 15....	Paul Ruffing.....	Carpenter.
July 15....	John Cerevenka.....	Carpenter.
July 16....	August Schaller.....	Carpenter.
July 17....	August Bruno.....	Carpenter.
Apr. 29....	Charles Rode.....	Painter.
Apr. 30....	Charles R. McCurdy...	Painter.
May 12...	Jacob Christianson.....	Painter.
June 9....	Charles Schultz.....	Painter.
June 9. ..	Charles Lehman.....	Painter.
June 9....	George Reif..... ..	Painter.
June 13....	F. J. Boehmka.....	Painter.
June 12....	G. A. Johnson.....	Painter.
July 1....	Harry Fitzsimmons.....	Painter.
Nov. 3....	Conrad Schmauss.....	Laborer.

PUBLIC LIBRARY.

To Take Effect.	Name.	Position.
1902.		
Jan. 25....	Bridget Leahy.....	Substitute Office Cleaner.
Feb. 3....	Walerja Scablewski....	Substitute Office Cleaner.
Feb. 3....	Bertha Ganda.....	Substitute Office Cleaner.
Mch. 22....	Lizzie Seabold	Substitute Office Cleaner.

PUBLIC LIBRARY AND MUSEUM,—JOINTLY.

To Take Effect.	Name.	Position.
1902.		
Jan. 20....	George Seidel.....	Coal Passer.

NATIVITY OF EMPLOYES IN THE LABOR SERVICE.

December 31, 1902.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	90	Germany	621
Wisconsin (exclusive Milwaukee)	30	Ireland	69
New York	23	Austria-Hungary	28
Illinois	7	Italy	23
Massachusetts	5	England	14
Pennsylvania	4	Poland	12
Connecticut	3	Holland	9
Ohio	3	Norway	8
Michigan	2	Bohemia	7
Vermont	2	Europe	5
Kentucky	1	Switzerland	5
Maryland	1	Sweden	5
Rhode Island	1	Canada	2
U. S. (state not given)	1	Sicily	2
	173	Wales	2
		Denmark	1
		France	1
		Scotland	1
			815

Known	988
Unknown	50
Total	1,038

18% Native Born. 82% Foreign Born.

TOTAL CHANGES IN THE CITY SERVICE.

During the Year 1902.

Appointments in the Official Service	39		
Appointments in the Labor Service	88		
		127	
Promotions and Transfers in the Official Service	33		
Promotions from Labor to Official Service	13		
Promotions and Transfers in the Labor Service	24		
		70	
Separations from the Official Service	48		
Separations from the Labor Service	81		
		129	
Total changes of all kinds (excepting temporary changes, leave of absence and "lay-offs")			326

TOTAL NUMBER OF ALL PERSONS IN THE CITY CIVIL SERVICE OF MILWAUKEE.

I. UNDER CIVIL SERVICE RULES.			
A. UNDER THE BOARD OF CITY SERVICE COMMISSIONERS:			
In the Official Service	526		
In the Labor Service	1,038		
In both branches		1,564	
B. UNDER THE BOARD OF FIRE AND POLICE COMMISSIONERS:			
In the Fire Department	337		
In the Police Department	319		
In both branches		656	
C. UNDER THE BOARD OF SCHOOL COMMISSIONERS:			
Principals and Teachers of all grades in public schools		915	
Total number of persons under Civil Service Rules of the three branches			3,135
II. NOT UNDER CIVIL SERVICE RULES.			
D. ELECTIVE OFFICERS:			
Mayor, Comptroller, Treasurer, Attorney	4		
Aldermen	46		
Clerk of Municipal Court	1		
Judges	2		
Justices of the Peace	11		
Constables	11		
Total number of exempted elective officers		75	
E. APPOINTIVE OFFICERS:			
1. Salaried Officers—			
Heads of Departments ... 11			
Deputies ... 8			
Cashier ... 1			
Secretaries ... 4			
Treasurer's Clerks ... 2			
Assistant City Attorneys ... 4			
Assistant City Engineer ... 1			
Assistant Clerks of Municipal Court ... 2			
Court Reporter ... 1			
Court Janitor ... 1			
Weigh Masters (receiving one-half of proceeds) ... 2			
School Superintendent ... 1			
Assistant School Superintendents ... 3			
Confidential Clerks ... 3			
	44		

TOTAL NUMBER OF ALL PERSONS IN THE CITY CIVIL SERVICE OF MILWAUKEE—CONTINUED.

II. NOT UNDER CIVIL SERVICE RULES—(Cont.)				
2. Honorary Officers—				
City Service Commissioners	4			
Fire and Police Commissioners	4			
Commissioners of Public Debt	3			
Park Commissioners	5			
School Commissioners	4			
School Directors	23			
Library Trustees	9			
Museum Trustees	9			
Johnston Emergency Hospital Trustees	9			
Total number of exempted honorary appointive officers		70		
Total number of exempted appointive officers or employes			114	
Total number of officers and employes not subject to Civil Service Rules				189
Total number of persons in the city service				3,324

The number of laborers actually employed in street work and in the parks at the time of this writing is much less than represented in the above summary, because a number of the skilled and common laborers included in it are often laid off when there is not sufficient work for them, and especially during the winter the superintendents assign the men to work in relays, so as to give as many of them as possible an opportunity for part of the work, excepting the employes of long standing needed for the special work requiring experience and training, who are rarely laid off.

The following figures indicate what work has to be taken care of during the year:

Area of city	22½ square miles or 14,400 acres	
Area of public squares	22 acres	
Length of streets	525.883 miles	
Length of water mains	370.762 miles	
Length of sewers, including intercepting sewers or tunnels	347.902 miles	
Area of parks in charge of Board of Public Works	60,997 acres	
Area of parks in charge of Park Commissioners	460.713 acres	
viz: Lake Park	123.6 acres	
Riverside Park	24 acres	
Sherman Park	24 acres	
Washington Park	147.745 acres	
Mitchell Park	59.5 acres	
Kosciuszko Park	36.868 acres	
Humboldt Park	45 acres	
School houses (exclusive barracks)		54
Other public buildings		49
Apparatus on wheels used by the Fire Department		89
Fire boats for river service		3
Horses		164

It affords me infinite pleasure to be able to embody in this report my appreciation of uniform courtesy and friendly co-operation from all officials in all the departments of the city government, and during my incumbency in office there never was any attempt made by any of the appointing officers to evade the rules of the Civil Service, or to resist its strict and impartial enforcement.

Respectfully submitted,

J. J. VLACH,

Chief Examiner and Secretary.

EXHIBIT C.

CITY CIVIL SERVICE ACT.

Chapter 313, of the Laws of 1895, App. April 19 and Pub. April 29.
[As Amended by Chapter 218, of the Laws of 1897, App. April 12, and Pub. April 13.]

AN ACT to regulate the civil service of cities.

The people of the State of Wisconsin, represented in Senate and Assembly, do enact as follows:

SECTION 1. The Mayor of each city in this state, of the first class, or of the second class, as defined by Section 1, of Chapter 312, of the general laws of Wisconsin, enacted in 1893, whether such city be incorporated by special act of the Legisture or under the general laws of the state, shall, before the fifteenth day of June, A. D. 1895, or the fifteenth day of June in the year next following the first state or national census, showing such city to belong to either said first or said second class, appoint four persons, citizens and residents of said city, who shall constitute and be known as the Board of City Service Commissioners of such city, and shall designate one of the persons so appointed to serve for a term of four years, one for a term of three years, one for a term of two years, and one for a term of one year, from the first Monday of July in the year of their appointment and until their respective successors are appointed and qualified; and in each and every year after such first appointment, the Mayor shall, in like manner, in the month of June, appoint one person as the successor of the Commissioner whose term shall expire in that year, to serve as such Commissioner for four years from the first Monday of July then next ensuing, and until his successor is appointed and qualified. Three Commissioners shall constitute a quorum necessary for

the transaction of business. Any vacancy in the office of Commissioner occurring during the term shall be filled for the unexpired term by appointment by the Mayor, and all appointments, both original and to fill vacancies, shall be so made that not more than two Commissioners shall at the time of the appointment be members of the same political party. Said Commissioners shall hold no lucrative office or employment under the United States, the State of Wisconsin, or any muncipal corporation or political division thereof, and each Commissioner shall, before entering upon the discharge [of the duties] of his office and within ten days after receiving notice of his appointment, take and subscribe the oath of office prescribed by the constitution of this state, and file the same, duly certified by the officer administering it, with the [City] Clerk of his city, and no salary or other compensation for his services shall be paid to any such Commissioner.

SEC. 2. [**As amended by Section 1, Chapter 218, of 1897.**] The said Commissioners shall make rules adapted to carry out the purposes of the act and not inconsistent with its provisions, for the examination and selection of persons to fill offices and positions in the service of their respective cities, which are required to be filled by appointment, and for the selection of persons to be employed in the service of such city. All rules so made shall be subject to the approval of the Mayor of the city, and they may with like approval be from time to time altered or rescinded by said Commissioners. The said Commissioners shall supervise the administration of the rules so established.

SEC. 3. The rules mentioned in Section 2 of this act may be made from time to time:

1st. For open, competitive and other examinations by which to test applicants for office or for employment as to their practical fitness to discharge the duties of the positions which they desire to fill, which examinations shall be public and free to all citizens of the United States, with proper limitations as to residence, age, health, sex, habits and moral character.

2nd. For the filling of vacancies in offices and places of employment in accordance with the results of such examinations, and for the selection of persons for public employment in accordance with such results, or otherwise, as may seem most desirable to carry out the provisions of this act.

3rd. For promotions in office or positions on the basis of ascertained merit and seniority in service, and examination as may seem desirable.

4th. For a period of probation before an appointment or employment is made permanent.

All rules made as provided in this act and all changes therein shall forthwith be printed for distribution by said Board.

SEC. 4. From and after the adoption of such rules, all appointments to subordinate offices, positions and employments in the several departments of the service of such city which are subject to such rules, shall be made by the respective heads of such departments under and in conformity with the provisions of such rules, and such heads of departments shall respectively have power to remove or discharge at pleasure any person holding any subordinate office, position or employment in their respective departments.

SEC. 5. All applicants for offices, places or employments in the civil service of such city, except those mentioned in Section 6, shall be subject to examination under and in accordance with the rules so made by said Commissioners. Such examinations shall be practical in their character and shall relate to those matters which will fairly test the relative capacity and fitness of the persons examined to discharge the duties of the particular service to which they seek to be appointed, and shall include tests of physical qualifications and health, and, when appropriate, of manual skill. No question in any examination shall relate to political or religious opinions or affiliations, and no appointment or selection to an office or for employment within the scope of the rules established as aforesaid shall be in any manner affected or influenced by such opinions or affiliations.

SEC. 6. Officers who are elected by the people, or who by statute are required to be elected by the city council, inspectors and clerks of election, members of any board of education, the superintendents and teachers of schools, heads of any principal departments of the city, all members of the law, fire and police departments, offices and clerks for the faithful discharge of whose duties a superior officer is required to give bond, one private secretary of the Mayor, and any other officers, clerks or employes in the service of the city whose positions, in the judgment of the said City Service Commissioners, can not, for the time being, be subjected, with advantage to the public service, to the general rules prepared under this act, shall not be affected as to their

election, selection or appointment, by such rules made by said Commissioners.

SEC. 7. Every application, in order to entitle the applicant to appear for examination, or to be examined, must state the facts under oath on the following subjects: (1) full name, residence and post-office address; (2) citizenship; (3) age; (4) place of birth; (5) health and physical capacity for the public service; (6) previous employment in the public service; (7) business or employment and residence for the previous five years; (8) education. Such other information shall be furnished by the applicant as may reasonably be required by the Board touching the applicant's fitness for the public service.

SEC. 8. **[As amended by Sec. 2, Chapter 218 of 1897.] The said board shall appoint a chief examiner, whose duty it shall be, under its direction, to superintend any examinations held in such city under this act and who shall perform such other duties as the board shall prescribe. Such chief examiner shall be ex-officio secretary of the board, and under the direction of such board he, as such secretary, shall keep and record minutes of its proceedings, preserve all reports made to it, keep a record of all examinations held under its direction, and perform such other duties as the board may from time to time prescribe. Such chief examiner shall receive a salary to be fixed by said board at a sum not exceeding the rate of fifteen hundred dollars per annum, which shall be paid monthly by the city treasurer on the certificate of the president of said board countersigned by the city comptroller. He shall be subject to removal at any time by said board. The said board may also incur such expenses for clerk hire, printing, stationery and other incidental matters as it shall deem necessary; provided, however, that the total amount of all expenditures by it incurred during any year, including the compensation of the chief examiner, clerks and other employes, shall not exceed the amount of the special fund herein provided and known as the "the city civil service fund."**

[Additional provisions are contained in the following Section of said Chapter 218 of the Laws of 1897, to-wit:]

SEC. 3. **From and after the passage and publication of this act, the common council shall levy and collect annually, upon all taxable property of the said city, at the same time and in the same manner**

as other city taxes are levied and collected by law, a special tax not exceeding one thirty-fifth of a mill upon each dollar of the assessed value of said taxable property, the amount of which shall be determined by said board of city service commissioners and certified by it to the common council and to the city comptroller within ten days after the passage and publication of this act, and thereafter before the twentieth day of January in each year, and the entire amount of such special tax shall constitute a separate and distinct fund to be known as the "city civil service fund," and shall not be used or appropriated, directly or indirectly, for any other purpose than paying the salaries of the chief examiner, clerks and employes of said board and the other necessary expenses of carrying out the purposes of this act. All disbursements on account of such city civil service fund, except for the salary of the chief examiner, shall be paid by the city treasurer on the orders of the president and secretary of the board countersigned by the city comptroller.

SEC. 9. The Board shall control all examinations, and may, whenever an examination is to take place, designate a suitable number of persons, either in or not in the official service of the city, to be examiners, and it shall be the duty of such examiners, and, if in the service of the city, it shall be part of their official duty, without extra compensation, to conduct examinations as the Board may direct, and make return or report thereof to such Board; and the Board may, at any time, substitute any other person, whether or not in such service, in the place of any one so selected; and the Board may themselves, at any time, act as such examiners, and without appointing examiners. The examiners, at any examination, shall not all be members of the same political party, and no person shall serve in an examination of candidates for office under the provisions of this act in case of a relative or connection by marriage within the degree of first cousin.

SEC. 10. **[As amended by Sec. 4, of Chap. 218, of 1897.] Notice of the time, place and general scope of every examination shall be given by the board by publication at least four times on alternate days, beginning at least ten days before the date of such examination, in one or more daily newspapers of general circulation published in such city, and such notice shall also be posted by said board in a conspicuous place in its office at least ten days before**

such examination. Such further notice of examinations may be given as the board shall prescribe.

SEC. 11. From the returns or reports of the examiners, or from the examinations made by the Board, the Board shall prepare and keep a register for each grade or class of position in the service of such city, of the persons whose general average standing upon examination for such grade or class is not less than the minimum fixed by the rules of such Board, and who are otherwise eligible, and such persons shall take rank upon the register as candidates in the order of their relative excellence as determined by examination, without reference to priority of time of examination.

SEC. 12. **[As amended by Sec. 5. Chap. 218, of 1897.] Immediate notice in writing shall be given by the appointing power, to said board of city service commissioners, of all appointments, permanent or temporary, made pursuant to this act and the rules made and established under the same, in those branches or departments of the civil service of such city which are subject to this act and the rules of said board, and all transfers, promotions, resignations, other changes or vacancies from any cause in such branches or departments of the city service, and of the date thereof, and a record of the same shall be kept by said board. When any office or place of employment, subject to such rules, is created or abolished, or the compensation attached thereto is altered, the officer or board making such change shall immediately report the same in writing to said board of commissioners.**

SEC. 13. Said Board of Commissioners shall, on or before the 15th day of March in each year, make to the Mayor for transmission to the City Council, a report showing its own action, the rules in force, the practical effects thereof, and any suggestions it may approve for the more effectual accomplishment of the purposes of this act. The Mayor may require a report from said Board at any other time.

SEC. 14. All officers of any such city shall aid said Board in all proper ways in carrying out the provisions of this act, and at any place where examinations are to be held, shall allow the reasonable use of the public buildings for holding such examinations. The Mayor of each city shall cause suitable rooms to be provided for said Board at the expense of such city; and a sufficient sum of money shall be

appropriated each year by each city to carry out the provisions of this act in such city.

SEC. 15. No person or officer shall willfully and corruptly, by himself or in co-operation with one or more other persons, defeat, deceive or obstruct any person in respect to his or her right of examination, or corruptly or falsely mark, grade, estimate or report upon the examination or proper standing of any person examined hereunder, or aid in so doing or willfully or corruptly make any false representations concerning the same or concerning the person examined, or willfully or corruptly furnish to any person any special or secret information for the purpose either of improving or injuring the prospects or chances of any person so examined, or to be examined, being appointed, employed or promoted.

SEC. 16. **[As amended by Sec. 6, Chap. 218, of 1897.] No comptroller or accounting or auditing officer of such city shall allow the claim for services of any person employed in the public service in violation of the provisions of this act or of the rules made and established by the board of city service commissioners pursuant to this act.**

SEC. 17. The Board of City Service Commissioners shall certify to the Comptroller all appointments to offices and places in the civil service of the city, subject to their rules, and all vacancies occurring therein, whether by dismissal, resignation or death. No Comptroller of any such city shall approve the payment of or be in any manner concerned in paying any salary or wages to any person, subject to such rules, for services as an officer or employe of such city, before the appointment of such person to the city service has been certified by the Board to the Comptroller, nor after the vacation of such person's office or employment shall have been so certified.

SEC. 18. No Paymaster, Treasurer or other officer or agent of such city shall willfully pay, or be in any manner concerned in paying any person subject to the rules adopted by said Commissioners under this act, any salary or wages for services as an officer or employe of such city, before the appointment of such person to the civil service of such city has been certified by the Board to the Comptroller, nor after the vacation of such person's office or employment shall have been so certified.

SEC. 19. Any person who shall willfully, or through culpable negligence, violate any provision of this act or any rule promulgated in accordance with the provisions thereof, shall be guilty of a misdemeanor, and shall, upon conviction thereof, be punished by a fine of not less than fifty dollars, and not exceeding one thousand dollars, or by imprisonment in the county jail for a term not exceeding six months, or by both such fine and imprisonment in the discretion of the court.

SEC. 20. If any person shall be convicted under the next preceding section, any public office which such person may hold shall, by force of such conviction, be rendered vacant, and such person shall be incapable of holding office for the period of five years from the date of such conviction.

SEC. 21. Prosecutions for violations of this act may be instituted either by the Attorney-General, the state's attorney for the county in which the offense is alleged to have been committed, or by the Board acting through special counsel. Such prosecutions shall be conducted and controlled by the prosecuting officers who institute them, unless they request the aid of other prosecuting officers.

[Additional provisions are contained in the following Sections of said Chapter 218 of the Laws of 1897, to-wit:]

SEC. 7. **It shall be the duty of every board of city service commissioners appointed under and in pursuance of the provisions of said chapter 313, of the laws of 1895, to investigate the enforcement of said act and of its rules adopted in accordance with its provisions to carry out the purposes of said act and the action of the examiners in said act provided for, and the conduct and action of the appointees in the official service in its city, and may inquire as to the nature, tenure and compensation of all offices and places in the public service thereof. In the course of such investigations each commissioner shall have power to administer oaths and said board shall have power to secure by its subpoena both the attendance and testimony of witnesses and the production of books and papers relevant to such investigation.**

SEC. 8. **Any person who shall be served with a subpoena to appear and testify, or to produce books and papers, issued by the board of city service commissioners in the course of any investiga-**

tion conducted under the provisions of section 6 [7], of this act, and who shall refuse or neglect to appear and testify or to produce books and papers relevant to such investigation, as commanded in such subpoena, shall be guilty of a misdemeanor, and shall on conviction be punished by fine or imprisonment or both in the discretion of the court, as provided in and by section 19, of the said act hereby amended. The fees of witnesses for attendance and travel shall be the same as the fees of witnesses before the circuit courts of this state, and shall be paid from the appropriation for the expenses of the board. Any circuit court of this state, or any judge thereof, whether in term time or vacation, upon application of the board, may compel the attendance of witnesses, the production of books and papers and giving of testimony before the board by attachment for contempt or otherwise, in the same manner, as the production of evidence may be compelled before said court. Every person, who, having taken an oath or made affirmation before a commissioner in the course of such an investigation, shall swear or affirm willfully, corruptly and falsely, shall be guilty of perjury, and upon conviction shall be punished accordingly.

SEC. 9. No officer or employe of such city shall discharge, or degrade, or promote, or in any manner change the official rank or compensation of any other officer or employe, or promise or threaten to do so, for giving or withholding any contribution of money or other valuable thing for any party or political purpose, or for refusal or neglect to render any party or political service.

SEC. 10. No applicant for appointment in such official service, either directly or indirectly, shall pay or promise to pay any money or other valuable thing to any person whomsoever, for or on account of his appointment or proposed appointment, and no officer or employe shall pay or promise to pay, either directly or indirectly, to any person any money or other valuable thing whatever for or on account of his promotion.

SEC. 11. No person while holding any office in the government of such city, or any nomination for, or while seeking a nomination for or appointment to, any such office, shall corruptly use, or promise to use, either directly or indirectly, any official authority or influence in the way of conferring upon any person, or in order

to secure or aid any person in securing, any office or public employment or any nomination, confirmation, promotion or increase of salary, upon the consideration or condition that the vote or political influence or action of the last named person or any other shall be given or used in behalf of any candidate, officer or party, or upon any other corrupt condition or consideration.

SEC. 12. Any acts and part of acts conflicting with the provisions hereof are hereby repealed.

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NINTH ANNUAL REPORT

OF THE

BOARD

OF

City Service Commissioners

OF THE

CITY OF MILWAUKEE,

MILWAUKEE, WIS.,
U. S. A.

JANUARY 1, 1904.

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1904.

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1904

BOARD OF CITY SERVICE COMMISSIONERS.

President,

WM. W. McINTYRE.

WM. W. McINTYRE,	- -	Term expires on the first Monday in July, 1904.
EDMUND GRASSLER,	- -	Term expires on the first Monday in July, 1905.
JOHN H. WINDFELDER,	-	Term expires on the first Monday in July, 1906.
FRANK A. KREHLA,	- -	Term expires on the first Monday in July, 1907.

Chief Examiner and Secretary,

J. J. VLACH.

FORMER BOARDS OF CITY SERVICE COMMISSIONERS.

1895.

The following gentlemen were appointed in the month of June, 1895:

JOSHUA STRAK, President, - - - - Term to expire in July, 1899.
CONRAD NIEDERMAN, - - - - - - Term to expire in July, 1898.
CHARLES H. STROHMEYER, - - - Term to expire in July, 1897.
JAMES CONROY, - - - - - - - Term to expire in July, 1896.

1896.

CONRAD NIEDERMAN, President.
JOSHUA STARK.
CHAS. H. STROHMEYER.
EMMONS E. CHAPIN.

1897.

CONRAD NIEDERMAN, President.
JOSHUA STARK.
EMMONS E. CHAPIN.
CHAS. H. STROHMEYER.

1898.

CHAS. H. STROHMEYER, President.
JOSHUA STARK.
EMMONS E. CHAPIN.
*CARL C. JOYS.
EDGAR L. WOOD.

1899.

EMMONS E. CHAPIN, President.
CHAS. H. STROHMEYER.
EDGAR L. WOOD.
ERNEST P. BUTLER.

1900.

EDGAR L. WOOD, President.
CHAS. H. STROHMEYER.
ERNEST P. BUTLER.
GEO. P. ZIEGLER.

1901.

ERNEST P. BUTLER, President.
EDGAR L. WOOD.
**GEO. P. ZIEGLER.
EDMUND GRASSLER.

1902.

ERNEST P. BUTLER, President.
WM. W. McINTYRE.
EDMUND GRASSLER.
JOHN H. WINDFELDER.

* Resigned September, 1898.
** Resigned July 9, 1902.

MILWAUKEE, January 1, 1904.

The Honorable David S. Rose, Mayor of the City of Milwaukee:

We herewith submit to you the ninth annual report of the Board of City Civil Service Commissioners for the year ending December 31st, 1903, in compliance with Section 13 of the City Civil Service Law, for transmission to the Common Council.

The annual report of the Chief Examiner and *Ex-Officio* Secretary of the Board is appended hereto, giving a statement of all the examinations held and the general results thereof, all transfers, promotions, etc., carefully compiled statistics and complete history of the business and all transactions of the department for the year, with copy of the City Civil Service Act, now in force.

The examinations and the management of the department has been in charge of John J. Vlach, Chief Examiner and *Ex-Officio* Secretary of the Board, who, together with the subordinate clerks, Mr. E. E. Caufy and Miss K. A. Schauble, have faithfully and conscientiously performed their respective duties.

Respectfully submitted,

WM. W. McINTYRE,
EDMUND GRASSLER,
J. H. WINDFELDER,
F. A. KREHLA,
Commissioners.

APPENDIX.

EXHIBIT A.

Rules for the Civil Service

OF THE

CITY OF MILWAUKEE.

DIVISION A.

GENERAL DIRECTIONS AND INFORMATION

FOR BOTH THE

OFFICIAL SERVICE AND LABOR SERVICE.

RULE I.

TITLES, NAMES, PAY-ROLLS, NOTICES OF CHANGES IN SERVICE.

SECTION 1. Every department, sub-department, office, position, etc., in the City Service, shall be known by only one title. Each title shall be applied only to one department, sub-department, class of positions or other category.

SEC. 2. In regard to entries in the City Service made since the Civil Service act went into effect, the sworn applications in the archives of the City Service office shall form the basis of the Civil Lists whenever possible.

SEC. 3. The spelling of the first names and the surnames in all lists and pay-rolls must correspond with those in the applications.

SEC. 4. All officials, including ward superintendents and other heads of sub-departments whose duty it is to write pay-rolls, shall keep a correct transcript of the names of persons employed under them, as stated in the corrected Civil Lists in the City Service office and in the offices of the respective city departments, and write the first names and surnames correctly thereafter on every pay-roll.

SEC. 5. The names of employes of several classes may appear on the same pay-roll; but those of each class must be kept separate from those of every other class, to facilitate control.

SEC. 6. In order that the Civil Lists may be kept correct and complete, every appointing officer or board shall give the City Service office prompt official notice of all changes in their service, including appointments, promotions, transfers, separation from service caused by dismissal, resignation or death, or any other cause, changes of residence, etc., giving the name, date, position, department and

compensation, on forms prescribed by the Board. All such changes in the service (changes of residence excepted) shall be certified to the City Comptroller by the Board, in order that the basis for the Comptroller's audits may be kept complete and that no payments be made in violation of these rules.

SEC. 7. The Board will extend the operation of the rules to classes not yet under the rules as soon as practicable and advantageous to the city; will alter or rescind rules where circumstances make it necessary; will make new rules, and will, from time to time, adopt rulings, definitions and instructions for the Chief Examiner.

RULE II.

CLASSIFICATION.

SECTION 1. The offices and places in the service of the city, coming within the provisions of Chapter 313 of the laws of 1895, shall be classified in two divisions.

The first division shall be known as the OFFICIAL SERVICE.

The second division shall be known as the LABOR SERVICE.

SEC. 2. The OFFICIAL SERVICE shall, as soon as practicable, include the following classes of offices and positions of a more or less permanent character drawing annual or monthly salaries, and such of those drawing wages per diem as require the supervision of the men of a sub-department, ward or district, or the inspection of public work.

Exceptions are indicated in Sec. 6 of the Civil Service Law.

CLASS I. *Medical Service:* All positions, the duties of which require knowledge of the profession of medicine, or some branch thereof.

CLASS II. *Civil Engineering:* All positions, the duties of which require knowledge of the profession of civil engineering or of some branch thereof.

CLASS III. *Clerical Service:* All positions of clerks, messengers, copyists, recorders, stenographers, typewriters, bookkeepers or other similar service, whether paid by the year, month or day, or by the piece, or in any other way.

CLASS IV. *Electrical Service:* All positions, the duties of which require a special knowledge of electricity in some form of its application.

CLASS V. *Mechanical Service:* All positions, the duties of which require a knowledge of steam engines, boilers and other machinery, their care and operation; and all other positions requiring special mechanical knowledge or skill.

CLASS VI. *Inspection Service:* All positions under the Department of Public Works, not included in any other class, the duties of which relate to inspection, whether of work done, material furnished, or other matters.

CLASS VII. *Janitor and Elevator Service:* All positions connected with the care and operation of public buildings.

CLASS VIII. *Library and Museum Service:* All positions connected with the administration of the Public Library and Public Museum.

CLASS IX. *Bridge Tenders.*

CLASS X. *Service in the Nature of Police Service*, including the positions of Harbor Master, Sanitary Inspectors, Park Police, Watchmen and other similar positions.

CLASS XI. *Superintendents or Foremen of Labor* officially designated by those titles.

CLASS XII. *Miscellaneous Service:* All offices and places of employment coming under the provisions of these rules, whatever the character and designation of the same may be, which are not included in any of the foregoing classes or in the Labor Service.

SEC. 3. The classes of the OFFICIAL SERVICE shall be graded according to the compensation as follows:

1st Grade—Compensation at the rate of less than $600 per year.
2nd Grade—Compensation at $600 or more, and less than $800.
3rd Grade—Compensation at $800 or more, and less than $1,000.
4th Grade—Compensation as $1,000 or more, and less than $1,200.
5th Grade—Compensation at $1,200 or more, and less than $1,500.
6th Grade—Compensation at $1,500 or more, and less than $1,800.
7th Grade—Compensation at $1,800 or more, and less than $2,100.
8th Grade—Compensation at $2,100 or more, and less than $2,500.
9th Grade—Compensation at $2,500 or more.

SEC. 4. The LABOR SERVICE shall include all common laborers and skilled laborers, or other employes, not included in the Official Service as above defined, in Sec. 2 of Rule II.

SEC. 5. CIVIL LISTS: Two lists, to be known as the Civil Lists of the city shall be kept in the office of the Board.

One of them shall contain the name of every person employed in and receiving compensation in the Official Service under the Civil Service rules, and shall be called "OFFICIAL CIVIL LIST."

The other shall contain the name of every person employed and receiving compensation in the Labor Service under Civil Service rules and shall be called "LABOR CIVIL LIST."

Besides the names of officers and employes, they shall exhibit the titles of their offices or positions; the compensation attached thereto, the application number, if appointed since the Civil Service act went into effect; the department or sub-department in which employed, the date or dates of certification; the date of appointment, if known; the last previous position, if any, filled in the City Service; the date of promotion or transfer, if promoted or transferred; to what position promoted or transferred, if any; the date of termination of employment, and the cause of termination of employment.

RULE III.

QUALIFICATIONS, APPLICATION AND REGISTRATION.

SECTION 1. Applicants for appointment in the service of the city must be citizens of the United States, of full age, and must have resided in the city not less than three years next preceding the date of their application.

Residence in territory annexed to the City of Milwaukee for three years immediately previous to such annexation and application shall be deemed equivalent to residence in said city, within the meaning of this rule.

SEC. 2. Every application must be in writing, signed by the applicant, and made under oath or affirmation before an officer authorized by law to administer oaths.

SEC. 3. Every application must be made in the form prescribed by the Board, at proper office hours.

SEC. 4. All applicants must furnish with their applications satisfactory proofs that they are persons of good moral character, of correct and orderly deportment, and of temperate and industrious habits.

SEC. 5. Every application must be accompanied by the certificates of not less than three reputable citizens of Milwaukee, freeholders therein, not holding any city, county or state office, each certifying that he has been personally acquainted with the applicant for at least three years last past, and believes him to be of good moral character, of correct and orderly deportment, of temperate and industrious habits, and in all respects fit for the service he wishes to enter, and that such citizen is willing that his certificate shall be made public.

Additional certificates may be required in any case in the discretion of the Board.

SEC. 6. Any false statement knowingly made by any applicant in his application for admission to any examination, or made at his request or with his knowledge, in any certificate which may accompany his application, or any other fraudulent conduct, shall be regarded as good cause for excluding him from such examination or for removing his name from any register or eligible list.

SEC. 7. No application will be accepted from any person habitually using intoxicating liquors to excess, or from any person who has been convicted of any offense against the laws of this or any other state, or of the United States.

SEC. 8. Defective applications will be returned to applicants, if the defects are detected before registry, and an opportunity given them to correct the same.

SEC. 9. Whenever any application shows that the applicant is not qualified under these rules and regulations, such application will be rejected, and the applicant notified of the reason therefor.

SEC. 10. The date of the reception of each accepted application shall be endorsed thereon, the application filed in the office of the Board, and the name of the applicant entered upon an application register.

SEC. 11. CITIZENSHIP: The written statement of an applicant of legal age, upon his oath or affirmation, that he was born at a certain specified place in the United States;

Or that he served in the Union army or navy during the late war of the rebellion and was honorably discharged;

Or that his father became a full citizen while the applicant was a minor;

Shall be considered sufficient proof of his citizenship to make his application acceptable, unless circumstances cause doubts as to the truthfulness of such statement, or as to the facts involved, in which case additional proof may be required.

Naturalized citizens must produce for inspection by the Chief Examiner their certificates of naturalization.

SEC. 12. In case of loss of "citizen papers" or the "honorable discharge," by fire or otherwise, any one of the following proofs will be accepted, supplementing the affidavit of the applicant in question:

A. Certifications from the records of the court where the papers were originally issued, or of the War Department.

B. The affidavit of a citizen of the United States and freeholder of at least five years' residence in Milwaukee, to the effect that he knows the said applicant to have been in possession of his "second naturalization paper" at or about a certain time.

C. The affidavit of a citizen of the United States and freeholder of at least five years' residence, or the certificate of the clerk of any court of record under the seal of said court, to the effect that the said applicant has served as a juror in said court.

D. In the case of a Union Veteran, the affidavit of one of his comrades-in-arms that he knows him to have served in the United States army or navy and to have had an honorable discharge from that service.

SEC. 13. Satisfactory information at any time produced to the Board, either before or after examination, of the bad character or dissolute habits of any applicant, or of any criminal or disreputable act or conduct of such applicant, or of his dismissal for good cause from any branch of public service, shall be sufficient to exclude him from examination or to remove his name from any eligible list.

SEC. 14. Persons whose names have been stricken from any register or eligible list, shall not be permitted to make a new application within one year thereafter.

SEC. 15. The Board will make such regulations as they deem necessary to identify the registered applicants and to preserve a record of their conduct.

RULE IV.

EXAMINATIONS AND ELIGIBLE LISTS.

SECTION 1. The names of those whose applications have been received and filed will be admitted to examinations as hereinafter prescribed.

SEC. 2. Applicants who pass their examinations satisfactorily shall be registered in the eligible lists of their respective classes according to the rules.

SEC. 3. When an applicant having the necessary qualifications for the position sought, in the judgment of the Board, merits special recognition for extraordinary services rendered to the city, the State of Wisconsin or the United States, or for other sufficient reasons, the Board may advance his standing upon the eligible lists on the ground of character and experience. The reasons for such action shall be recorded in the proceedings.

SEC. 4. If an applicant on any eligible list is appointed to a temporary position, he shall resume his standing on the eligible list after the termination of the temporary employment.

SEC. 5. The names of applicants

Who, for sufficient reasons are not admitted to an examination, or

Who do not respond to a call for examination, or for correction of papers, or

Who report for examination, but do not complete the same, or

Who do not attain the required minimum rating at any examination,

Shall be stricken from the registers.

SEC. 6. If any applicant whose name is on the eligible list refuses or neglects to accept a place offered him upon proper appointment, his name shall be stricken from the said eligible list, unless he gives reasons satisfactory to the Board for continuing him on the list, notwithstanding such refusal.

SEC. 7. Eligible lists are to continue in force for one year from the date of their declaration, except as provided by Section 8.

SEC. 8. The Board may, at any time, by resolution, discontinue any eligible list, or continue any eligible list in force for a second year, or for a shorter or a longer period of time.

SEC. 9. The Secretary may from time to time require eligibles to declare whether they wish to have their names retained upon the respective eligible lists. If they answer in the negative or do not respond within ten days, their names shall be expunged therefrom.

SEC. 10. Any applicant whose name shall have been placed upon the proper eligible list, and who shall thereafter have been employed in the City Service under these rules and temporarily laid off or granted leave of absence, will not again be required to make application for employment, but his name shall remain upon the proper Civil List until removed therefrom by the Board for cause.

RULE V.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Except in cases hereinafter mentioned, whenever there is a vacancy to be filled in any position in the City Service subject to these rules, the appointing officer or board shall make written requisition in duplicate upon this Board, on the blank forms prescribed by the same, for the names of persons eligible for appointment to such position.

SEC. 2. In order to allow the appointing power a limited selection, the Chief Examiner shall, after receiving the requisition, certify the following number of names from the head of the pertinent eligible list:

For 1 or 2 appointments, 2 names more than the required number shall be certified.

For 3 or 4 appointments, 3 names more than the required number shall be certified.

For 5 to 7 appointments, 4 names more than the required number shall be certified.

For 8 to 11 appointments, 5 names more than the required number shall be certified.

For 12 to 16 appointments, 6 names more than the required number shall be certified.

For 17 to 30 appointments, 7 names more than the required number shall be certified.

For more than 30 appointments, approximately 1¼ times the number required shall be certified.

In case the requisition shall specify the female sex, persons of that sex may be certified; otherwise persons of the male sex alone will be certified.

SEC. 3. Whenever the Board is notified, in and by the requisition, that any position to be filled requires special skill and proficiency in a particular branch of industry, art or service, they may direct the Chief Examiner to certify the proper number of names of persons having the highest standing among those proficient in such special branch.

SEC. 4. The appointing officer or Board may select the required number of names from those certified to him.

In all cases where the names of such appointees are not the first of the names certified, the officer or board making the appointments shall notify the Board in writing of the reason for such action.

SEC. 5. No appointment to any office, or place, subject to the provisions of Chapter 313 of the laws of 1895, and to the provisions of these rules, shall be made except in the manner required by these rules.

SEC. 6. Temporary exceptions may be made in cases of emergency, where the public business would suffer otherwise from delay. No such appointment for an emergency shall continue for more than ten days, except with the express consent of the Board.

In every case the officer making such temporary appointment shall immediately report the same with a statement of the reason therefor, and of the time for which he deems such appointment necessary.

Such temporary appointment may be suspended by the Board, if, in its judgment, no satisfactory reason existed for making the same.

DIVISION B.

Special Rules for the Government of the Official Office.

RULE VI.

SPECIAL QUALIFICATIONS OF APPLICANTS.

SECTION 1. Where, in the opinion of the Board, special qualifications are required, and the appointing officer requests, in writing, that

the examination for any position in the Official Service be open to persons who are not citizens or residents, or not of full age, the Board may grant such exceptions if it approves of the reasons given.

SEC. 2. When, in the judgment of the Board, the public service will be benefited thereby, examinations for positions in the Official Service may be open to persons of either sex who are 18 years of age and upwards, who otherwise possess the qualifications prescribed by these rules.

RULE VII.

APPLICATIONS.

SECTION 1. Application for admission to any examination in the Official Service may be made at proper office hours, subject, however, to the restriction that it must be filed with the Chief Examiner at least three days before the day fixed for the examination, and to other restrictions herein mentioned, or published by the Board from time to time.

SEC. 2. Each application must contain a statement under oath or affirmation, and in the applicant's own handwriting, showing the following facts:

(1.) Position for which application is made.

(2.) Full name, residence and postoffice address.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) In the case of Ward Superintendents and Assessors, period of residence in the ward.

(7.) Condition of health and physical capacity for the public service.

(8.) Previous employment in the public service.

(9.) Business or employment and residence for the previous five years.

(10.) Names, occupation and residence of all persons in whose employ the applicant has been during the next preceding five years.

(11.) Character and extent of applicant's education.

(12.) That the applicant is not in the habit of using intoxicating liquors to excess.

(13.) That he has not been convicted of any offense against the laws of this or any other State or of the United States.

(14.) Whether married or single, and, in the former case, the number and age of members of the family dependent upon his or her support.

(15.) Such other information as may reasonably be required touching applicant's fitness for the public service.

SEC. 3. Applicants for the positions of Ward Superintendents and Assessors must have been residents not less than six months in the ward in which their duties are to be performed.

SEC. 4. No application for the position of bridge tender shall be received from any man who has not attained the age of thirty (30) years.

SEC. 5. The Chief Examiner will give to each applicant, by mail, at least two days' previous notice of the time and place of examination.

Applicants must produce this notice at the place of examination, where it will be taken up by the Chief Examiner or other person in charge of the examination.

RULE VIII.

EXAMINATIONS.

SECTION 1. Examinations for the OFFICIAL SERVICE shall be open to all persons possessing the qualifications required by law and by these rules to entitle them to the same, and who have made due application in the form required by these rules.

SEC. 2. Examinations shall be held at such times and places as the Board shall from time to time designate.

SEC. 3. No visitors shall be admitted during examinations, except by special permission of the Chief Examiner or the Board.

SEC. 4. The subjects of examination shall be designated from time to time by the Board.

SEC. 5. The relative weight to be attached to each subject at each examination shall have regard to the importance of such a subject as a test of fitness for the particular position to which such examination relates.

SEC. 6. No person shall be entitled to a place upon an eligible list whose average standing upon a just grading in the examination,

taking into consideration the relative weight given to the different subjects covered by the examination and to character and experience, shall be less than seventy-five per cent. of complete proficiency.

SEC. 7. The examinations shall be carried on under the supervision of the Chief Examiner, and shall be conducted by him personally whenever practicable.

SEC. 8. In any case where technical or special knowledge or skill is required as a qualification for the position sought, the Board may designate any suitable person or persons possessing the necessary qualification to conduct or assist in such examination.

SEC. 9. An applicant whose name is on an eligible list may take a new examination for the same position before or after his term of eligibility has expired.

SEC. 10. Every applicant present at any examination shall conform to the following instructions:

(1.) Sign your full name upon the identification sheet (Form 4), place it in the small, blue identification envelope, and seal immediately.

(2.) Do not write your name anywhere else while in the examination room.

(3.) Write your answers to Division I on the paper marked Division I, those to Division II on the paper marked Division II, etc.

(4.) Do not copy the questions on the answer sheets.

(5.) Mark each answer with the same number or letter by which the corresponding question is marked on the question sheet.

(6.) Give all calculations in full. Do not use odd paper to multiply or divide, but write all the figures that you have to use on the answer sheet. Should you detect mistakes in your figuring, cross out the wrong work and commence once more. A mistake corrected will not lower your standing.

(7.) Do not write beyond the red line on the right. This space is needed for the marking of your answers.

(8.) No applicant is permitted during any examination, in any manner whatever, to give assistance to any other applicant, or to receive assistance from any person whatever, or to communicate with any person or to leave the room without a guard provided by the Chief Examiner or his assistant.

(9.) A violation of these rules or instructions may exclude the offender from the examination and from all registers of the City Service Department.

SEC. 11. The papers of each applicant shall be marked and graded under his examination number.

SEC. 12. The identification envelope shall not be opened unless by special direction of the Board or its President, until such marking and grading have been passed upon by the Board.

After the grading is finished, the envelopes shall be opened for the purpose of ascertaining the names of the successful applicants and determining their positions upon the proper eligible list.

Whenever, in the opinion of the President, it is necessary to obtain further information regarding the character, experience or other antecedents and qualifications of the competitors, or any one of them, before the Board meets to determine the final grading, he may authorize the Chief Examiner to open the identification envelopes for the purposes of obtaining the needed addresses and references.

SEC. 13. The examination and marking of every applicant examined shall be open to inspection by such applicant.

SEC. 14. The examination papers with marking and final rating of any applicant certified for appointment may be exhibited to the respective appointing officer at the office of this Board and in the presence of the Chief Examiner.

RULE IX.

ELIGIBLE LISTS.

SECTION 1. The names of those applicants who have attained a standing of seventy-five per cent. and over at any examination shall be placed in the order of their relative standing upon a register called "eligible list."

SEC. 2. The Board may consolidate two or more eligible lists of the same kind by rearranging all the eligibles named therein according to their standing.

SEC. 3. When an applicant has been appointed to a position in the official service, his name shall be stricken from that eligible list from which he was certified.

SEC. 4. An applicant registered in any eligible list, whose appointment is rejected by the appointing officer or board, for reasons reported to the Board, may be retained on said list, unless he or she shall be thus rejected three times.

Such repeated rejection shall be sufficient cause for removing the name of such person from the eligible list.

RULE X.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Whenever an appointing board or officer shall make a requisition upon this Board for names of eligibles for appointment the Chief Examiner shall certify to such board or officer for the vacancy or vacancies to be filled, as many names of persons highes in standing upon the proper eligible list in the order of such standing as fixed by Rule V.

SEC. 2. In case any office or employment requires such specia qualifications that the Board is unable to comply with the requisitio made with a view to an appointment to that office, they may in thei discretion allow a provisional appointment to be made, subject to thei approval, and to continue in force only until a proper eligible list ca be obtained by examination, or until further action by the Board.

In other cases, if there be no eligible list, and a prompt appoint ment be required, the Board may authorize the appointing officer t select a suitable person possessing the general qualifications require of all applicants. Such person shall be subjected by the Board to non-competitive examination, and if found qualified shall be certifie for appointment.

Whenever practicable, however, a competitive examination of ap plicants shall be held for every office.

RULE XI.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person holding a position in the Official Servi may be transferred to another position of the same class and grad in the same or another department, without a new examination, whe ever, in the opinion of the appointing officer, such transfer shall l desirable.

SEC. 2. Any person holding a position in the Official Service m be promoted to a higher grade of the same or a similar class, in tl same or another department, without a new examination, wheneve

in the opinion of the appointing officer, such promotion shall be for the best interest of the service.

SEC. 3. All transfers and promotions shall be subject to approval by the Board.

RULE XII.

INSPECTORS OF WORK DONE UNDER CONTRACT.

SECTION 1. No applicant shall be certified for the position of inspector of any work to be done under contract who is not a practical and experienced workman in the branch of work over which he seeks to be made an inspector.

SEC. 2. In the case of applicants who have heretofore been employed by the city in such positions, the head of the department under which such former employment was had will be called upon for full reports as to the past record of such applicants for faithfulness, competency and efficiency, and such reports shall be made in writing. Great weight will be given to such reports.

SEC. 3. Any applicant for the position of inspector of work to be done under contract, whose name shall have been placed on the proper eligible list, and who shall thereafter have received an appointment to such a position, will not again be required to make an application to the Board of City Service Commissioners; but his name shall remain upon the proper eligible list until removed therefrom by the Board for cause.

SEC. 4. Whenever any new public work is to be commenced, the inspector having the highest standing among the unemployed individuals of the eligible list of his class shall have preference, and each one shall at all times be reassigned to work in the order of his rating.

SEC. 5. But if not appointed to such position, no applicant's name shall be retained upon such eligible list for more than one year, unless he shall so request in writing and his request granted by the Board.

In case he so request, his name may be continued upon such eligible list, at the discretion of the Board, for a second year, or a shorter period of time, subject, however, to be removed therefrom at any time for cause in accordance with these rules.

DIVISION C.

Special Rules for the Government of the Labor Ser

RULE XIII.

QUALIFICATIONS OF APPLICANTS.

SECTION 1. On the written request of an appointing off board in any department, the Board may direct that employr any designated branch of the Labor Service in such departmei be open to minors, not, however, less than fifteen years of age.

SEC. 2. Skilled mechanics must have served not less th years as journeymen at their respective trades.

RULE XIV.

APPLICATIONS.

SECTION 1. When the applications for work in any branc Labor Service are, in the opinion of the Board, sufficient in nur meet all probable demands for a period of six months or more tration in that branch shall be suspended until again ordered Board.

SEC. 2. Each application shall show the following facts:

(1.) That the applicant desires employment in the Labor of the city. If the applicant is a skilled laborer, he will sp what particular line of work he desires to be employed. a important specialty of his trade in which he excels.

(2.) The full name, residence and postoffice address applicant.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) Period of residence in the ward in which the applicant

(7.) Condition of health and physical capacity for the service.

(8.) What, if any, employment in the public service the ap has had.

(9.) The business or employment and the residence of the applicant for the previous five years.

(10.) The name, occupation and address of the applicant's present employer, and the name, occupation and address of the applicant's last employer, the position he held and the reason why he left this position.

(11.) The character and extent of the applicant's education.

(12.) Whether the application is in the applicant's own handwriting.

(13.) If not, the name of the person who wrote it for him.

(14.) That the applicant is not in the habit of using intoxicating liquors to excess.

(15.) That he has not been convicted of any crime against the laws of this or any other state or of the United States.

(16.) Whether married or single, and in the former case, number and age of members of the family dependent upon his or her support.

(17.) Such information as may be required by the Board touching the applicant's fitness for the public service.

SEC. 3. If the applicant is not able to sign his name, he may sign his mark, which must in that case be witnessed by the person who filled out the application for him.

SEC. 4. For any service other than common labor the applicant will be required to produce a certificate from some competent person, or persons, in the same trade or occupation, of the applicant's ability to do the special kind of work in which he desires to be employed.

RULE XV.

EXAMINATIONS.

SECTION 1. Upon the return of the application blank properly filled out and signed by the applicant with his name or mark, together with the required certificates as to character, sobriety, industry and fitness, duly filled out and executed, the Chief Examiner will number the application in the order of its receipt, and either examine the applicant forthwith, or notify the applicant of the time and place of his examination.

SEC. 2. At the time and place so specified, the members of the Board, the Chief Examiner, or such persons as may be selected by the

Board, shall, in such manner as the Board may prescribe, make inquiry regarding the age, residence, citizenship, character, physical condition, family, means, schooling, previous occupation, experience and skill of each applicant, and ascertain and determine whether he is qualified for the employment sought.

SEC. 3. No educational test will be required for common laborers.

SEC. 4. Before entering the name of any applicant on the eligible list, such further inquiry may be made in regard to his character and capacity as the Board may deem practicable and expedient.

SEC. 5. Each applicant shall receive a marking and credit based upon the qualifications shown by his examination and by the evidence presented of his character and fitness for the employment sought.

RULE XVI.

REGISTRATION AND ELIGIBLE LISTS.

SECTION 1. Registers shall be kept in the office of the Board for each trade and the different branches of labor in the City Service.

SEC. 2. Applicants for common or skilled labor who have been found by the Board to be qualified for the employment sought shall be entered upon the appropriate eligible lists in the order of rating fixed by the Board.

Those of the same class having equal rating shall be arranged as nearly as may be in the order of the dates of their examination.

SEC. 3. Excellence in any specialty of any class of labor or trade shall be indicated in the pertinent registers and eligible lists opposite the names of the applicants.

SEC. 4. An applicant registered in any eligible list of the Labor Service, whose appointment is rejected by the appointing officer or board, may be retained on said list, unless thus rejected by the appointing power twice.

SEC. 5. When the eligible list of any ward is exhausted, the certifications may be made from the eligible lists of other wards.

RULE XVII.

REQUISITION, CERTIFICATION AND EMPLOYMENT.

SECTION 1. When the services of laborers are required, the appointing officer or board shall notify the Board, stating the number

needed, and the particular kind of labor for which they are needed, with the compensation.

SEC. 2. The Board shall thereupon certify to the appointing officer or board the names and residences of the number of men called for, and as many more as required by Section 2 of Rule V.

SEC. 3. In the case of unskilled labor to be performed under the supervision of the Ward Superintendents, the names certified shall be those of persons who have been for six months next preceding residents of the ward in which the labor is to be performed.

RULE XVIII.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person employed in any department of the Labor Service may be transferred to similar work in any other department of the Labor Service, or promoted to similar work in any other department of the Labor Service or to similar work in the Official Service in the same department, subject to the approval of the Board.

SEC. 2. Immediate notice of such transfer or promotion shall be given to the Board by the head of the department to which the employe is transferred, and such change, if approved by the Board, shall be certified to the Comptroller.

SEC. 3. Common and skilled laborers employed in any subdivision of public work which is divided into districts, and whose work requires special training, as in the sewerage sub-departments, water works and park service, may be entered in the Civil List under the general heading for such subdivision, with the needed sub-headings for each district; and they may be transferred in their respective subdivisions from one district to another and re-transferred without formal notice to this Board from the appointing power.

This rule does not apply to the common laborers under Ward Superintendents.

EXHIBIT B.

REPORT

OF THE

Chief Examiner and Secretary

TO THE

BOARD OF CITY SERVICE COMMISSIONERS

OF THE

CITY OF MILWAUKEE.

JANUARY 1, 1904.

REPORT

OF THE

CHIEF EXAMINER AND SECRETARY.

MILWAUKEE, January 1, 1904.

To the Honorable the Board of City Service Commissioners:

Gentlemen—Pursuant to the provisions of the Civil Service laws of this State, I have the honor to herewith submit to your Honorable Body my report, covering the period from January 1, 1903, to December 31, 1903.

Upon the expiration of his four years' term of service, in July last, Commissioner Ernest P. Butler, after having held the office of President of the Board for two consecutive years, from July 3, 1901, to July 6, 1903, retired. Mr. Butler, while a member of the Board, served the city with signal ability and fidelity, and his services were of great value to the Commission. The Mayor appointed Mr. Frank A. Krehla in his place. Commissioner Krehla qualified in due time and took his seat at the meeting of the Board July 14, 1903.

At the special meeting of the Board, held July 14, 1903, Commissioner Wm. W. McIntyre was duly elected President of the Board for the ensuing year.

The Board held sixteen meetings during last year, besides a number of informal conferences and consultations.

During the year 1903, nineteen examinations were held for twenty-two different classes of official service. Five hundred and four applicants were summoned by mail for examination; 407, or 81 per cent. appeared; 375, or 92 per cent. of those who appeared finished the examination; 259 passed the examination, which is equal to 64 per cent. of those who appeared and 69 per cent. of those who finished the examination.

In all technical examinations the aid of trained experts in the line of work were called into service in preparing questions and marking the papers. As to the conduct of examinations there has been but

little change from the method described in my report last year. I can only reiterate in saying that the Board always seeks to carry out the letter and spirit of the law, which directs that all examinations shall be practical and shall fairly test the relative fitness of the various competitors for the different positions they seek to enter.

In all examinations for laborers or for positions where only bodily strength or mechanical skill is required, there is no written educational test whatever. The labor applicant at the time of filing his application is only asked orally what he knows about the work for which he applies.

For more detailed account respecting examinations I beg leave to refer to Appendix "Exhibit A."

In the conduct of all examinations I have taken the utmost pain that not only all possibility of fraud, but all suspicion of it, should be removed, and I have never given preference or shown partiality to any competitor, and have always endeavored to perform the duties of my office strictly, impartially and honestly, with the aim in view to carry out the letter and spirit of the merit system.

There have been no changes made in the Civil Service rules during the year.

A set of Encyclopaedia Britannica has been purchased by the Board upon the suggestion of the Secretary, the same being needed in the office as reference books.

Otto Einem, who was on the official eligible list for ward superintendent of the Second Ward, upon proper requisition of the Board of Public Works, was certified and appointed by said Board January 3, 1903. Immediately after his appointment Alderman M. E. Biersack of the Second Ward introduced a resolution into the Common Council wherein it was alleged and charged that said Otto Einem was appointed to the position of ward superintendent of the Second ward in violation of the City Service rules, and that at the time of his application for a position and the taking of examination for the same, he was not a resident of said ward, as required by the rules of the City Service Commission.

The resolution so introduced was referred to the Judiciary and Local Committee of the Second Ward for investigation. At the next regular meeting of the Common Council the Judiciary Committee

made a report to the Council and recommended that the entire matter be referred to the Board of City Service Commissioners for further investigation.

Thereupon, on March 21, 1903, the Civil Service Board instituted a thorough and rigid investigation. Both Alderman M. E. Biersach and Ward Superintendent Einem were duly subpoenaed and both appeared in person and by their respective attorneys. Several witnesses were also summoned and examined under oath, and after hearing all the evidence and after all the proofs were submitted the Board found unanimously that the charges preferred were not well founded and not proven, and that Otto Einem, at the time he filed his application for the examination of ward superintendent, was a resident of the Second Ward.

On April 6, 1903, at the meeting of the Common Council, Alderman H. J. Murphy introduced the following resolution:

> "*Resolved*, That the City Attorney be and is hereby directed to draft a memorial to the legislature praying for the adoption of an amendment to the so-called City Service Law, whereby the examination papers of applicants for position shall be open to the public for inspection, after the examination has been held, and the standing determined by the proper officer or officers."

Upon montion the rules were suspended and the resolution adopted. As directed, the City Attorney drew up a memorial and sent it to Madison for adoption. The measure was referred to the Judiciary Committee of the Assembly and never reported upon.

Why this measure was introduced by the Alderman is manifest on its face. It was to insinuate into the public mind that the Civil Service Board is partial, dishonest and unfair in marking and grading examination papers of applicants, and hence a law was to be enacted, whereby the public would be enabled to watch them. The Civil Service rules in force cover the identical point in Rule VIII, Sections 13 and 14, which reads:

> "The examination and marking of every applicant examined shall be open to inspection by such applicant."
>
> "The examination papers with *marking* and final rating of any applicant certified for appointment may be exhibited to the respective appointing officer at the office of this Board and in the presence of the Chief Examiner."

These rules surely are sufficient safe-guards to protect the applicant from any mis-marking of his papers.

I wrote to the Civil Service Boards of New Orleans, New York Chicago and to the United States Civil Service Commission, Washington, D. C., regarding the proposed law, and in answer each an everyone of these boards condemned it in no uncertain words. The all asserted that such law would have the most pernicious effect upo the civil service.

On July 14, 1902, City Clerk Edward M. Schuengel appointed a his second assistant Owen D. Murphy and notified the Board of Civi Service Commissioners of such appointment. The appointment wa temporary, until an appointment from new eligible list could be mad Sept. 29, 1902, an eligible list was established and the Board notifie Mr. Schuengel to make appointment therefrom. He refused to do s claiming that said official position is within the exemption clause c Section 6, Laws of 1895.

The Civil Service Board, per Ernest P. Butler et al, immediatel brought injunctional proceedings enjoining the payment by the Cit Treasurer of any salary claim of Murphy. Defendant demurred t the complaint and the demurrer was sustained by the Court. Th Board appealed the case to the Supreme Tribunal of the State f final adjudication. The Supreme Court affirmed the decision of th lower Court. In other words, the Court held that the second assista in the City Clerk's office, for the faithful discharge of whose duti the City Clerk is required to give bond, is exempted from the operatio of Civil Service, whereas the Commissioners were of the opposi opinion, as were a good many other people. The Board institute said legal proceedings upon the only and sole ground that said Sectio 6 of the Laws of 1895 be finally construed by the proper court, and n from any arbitrary motive whatever.

To obviate all future misunderstanding and friction on account said exemption law, between the Civil Service Board and the vario departments of city government, I would respectfully recommend th repeal of Section 6, of the Laws of 1895, at the next session of o state legislature and that a new law be enacted, wherein and where all exempt offices would be clearly and distinctly enumerated.

I would further respectfully recommend the approval and adoption of the amendment of Section 4, Rule V, as adopted by the Board on July 2, 1902, which amendment reads:

> "The appointing officer or board may select the required number of names from those certified to him."
>
> "In all cases where the appointees are not the first of the persons whose names are so certified, the officer or board making such appointment shall notify the Board in writing of the reason for such action; and such appointment shall be subject to the approval of the Board and shall not be certified to the City Comptroller unless so approved."

I also most respectfully and urgently recommend the amendment of Section 4, Chapter 218, 1897, of the Civil Service laws, as follows:

> "No city employe in the classified service, who shall have been appointed under the rules of Civil Service, shall be removed or discharged except for cause, upon written charges and after opportunity to be heard in his own defense. Such charges should be investigated by or before said Civil Service Commissioners."

The foregoing amendment, if embodied into law, would have a wholesome effect upon the entire merit system. It would guard the service against abuse, lessen the temptation to make improper removals and would afford a just degree of protection to the employe and a greater security of permanence in office during good behavior.

It is gratifying to note that the merit system is steadily increasing its sphere of operation in this country. The success which has attended its application in the Federal Government has done much to encourage its adoption in a great number of our cities and states. Of course, it is by no means claimed by the friends of Civil Service Reform that the system of to-day is ideally perfect and not subject to improvement, but they do assert that in spite of these defects, the merit system, whenever adopted, demonstrated beyond a shadow of doubt its usefulness and advantage over the old patronage system. The fundamental proposition of the merit system is that every American citizen has a right to serve the public (provided that his services are needed) if on his merits he is able to show that he is the man most capable of filling the position he seeks, and all he is required to do is to show this super-

ior capacity in fair competition with other applicants. The main ol of the merit system is to secure to the people an honest and effi public service, and to eliminate, as much as possible, the demorali element of patronage, and political and personal favoritism. It be greatly desired that the next legislature of our State will enlarge extend the scope of Civil Service law, that in the future it should only apply to the city of Milwaukee, but to every public office ir State, not expressly exempt from its operation.

As usual the Commission has practiced strict economy, and expenses of the office have been kept well within the appropriatio shown by the following financial statement:

FINANCIAL STATEMENT FOR THE YEAR.

From January 1 to December 31, 1903.

CIVIL SERVICE FUND:		
Appropriation for 1903	$3,500 00	
Total balance City Treasurer's office, Dec. 31, 1902.	532 06	
DISBURSEMENTS:		
Printing annual report and blank forms		$1
Typewriter and mimeograph supplies		
Stationery		
Office fixtures and furniture		
Telephone service		
Advertising examinations		
Postage		
Newspaper subscriptions		
Court expenses		2
Salaries		3,1
Balance on hand Dec. 31, 1903		1
	$4,032 06	$4,0

STATISTICS OF APPLICANTS

FOR THE

OFFICIAL SERVICE

January 1, 1903, to December 31, 1903, inclusive.

A.	Total number of applicants	469
B.	Dropped for non-appearance or other reasons	98
C.	Examined during above period	407
D.	Not yet examined, awaiting examination	154
E.	Married	300
F.	Single	169
G.	Native born	343
H.	Foreign born	126
I.	Veterans	4
J.	Women	26
K.	Average age	35 years.

NATIVITY OF 469 OFFICIAL APPLICANTS.

NATIVE BORN.

Milwaukee	187	Minnesota	3
Wisconsin (exclusive Milwaukee)	95	Nebraska	3
New York	17	Iowa	2
Michigan	9	New Jersey	2
Kentucky	6	Indiana	1
Illinois	6	Maine	1
Ohio	6	Maryland	1
Massachusetts	3	Pennsylvania	1
			343

About 73% native born.

FOREIGN BORN.

Germany	85	Scotland	3
Ireland	9	Poland	2
Austria-Hungary	5	Switzerland	2
England	5	Denmark	1
Bohemia	4	Holland	1
Canada	4	Wales	1
Norway	4		
			126

Total, 469.

About 27% foreign born.

(In giving percentages in statistical tables fractions are omitted.)

RESIDENCE IN THE UNITED STATES.

No. of Applicants.	Years.	No. of Applicants.	Y
1	3 to 5	42	41
3	6 to 10	32	46
10	11 to 15	11	51
53	16 to 20	10	56
105	21 to 25	2	61
81	26 to 30	1	71
63	31 to 35	—	
55	36 to 40	469	

AGE OF APPLICANTS.

No. of Applicants.	Years.	No. of Applicants.	Y
31	16 to 20	20	51
75	21 to 25	19	56
83	26 to 30	5	61
62	31 to 35	3	66
74	36 to 40	2	71
52	41 to 45	—	
43	46 to 50	469	

EXAMINATIONS IN THE OFFICIAL SERVICE.

During the Year 1903.

Date of Examination. 1903.	Position Sought.	Applicants inv. to appear.	Applicants appeared.	Did not finish.	Finished.	Highest rating.	Lowest rating.	Failed.	Passed.
Jan. 7....	Chainman.....	10	8	2	6	94.200	49.083	3	3
Jan. 14 ...	Meat Inspector.....	18	15	...	15	91.316	46.422	8	7
Jan. 21....	Tax Assessor.....	57	50	3	47	98.221	57.546	10	37
Feb. 5....	Water Meter Reader.....	111	99	2	97	96.750	62.700	13	84
Apr. 6....	Sanitary Inspector.....	60	42	3	39	93.933	41.700	19	20
Apr. 8....	Tax Assessor.....	18	16	1	15	80.866	46.483	13	2
May 12....	Ward Superintendent..... ...	10	9	1	8	94.100	81.200	...	8
May 28....	Clerk First Grade.....	24	16	...	16	95.450	69.900	2	14
June 4....	Clerk Second Grade.....	25	16	3	13	98.400	58.800	3	10
July 16....	Mechanical Engineer.....	5	4	1	3	85.633	77.250	...	3
Aug. 20....	Bridge Tender 1st Class.....	81	67	10	57	91.550	51.500	33	24
Aug. 20....	Bridge Tender 2nd Class.....					94.000	31.750		
Sept. 17....	Library Page.....	16	13	...	13	94.700	58.450	3	10
Sept. 17....	Registrar Vital Statistics.....	4	3	...	3	92.600	85.125	...	3
Sept. 29....	Janitor First Class.....	38	29	4	25	96.600	49.000	5	20
Sept. 29....	Janitor Second Class.....					97.960	50.300		
Oct. 22....	Messenger.....	8	5	1	4	99.250	87.400	...	4
Nov. 2....	Inspector of Streets.....	5	3	...	3	80.833	64.933	2	1
Nov. 19....	Inspector of Public Buildings..	5	4	...	4	89.766	65.300	2	2
Dec. 17....	Chainman.....	5	5	1	4	87.650	75.650	...	4
Dec. 17...	Draughtsman.....	4	3	...	3	94.350	92 000	...	3
Dec. 17....	Assistant Draughtsman.....					94.350	80.500		
		504	407	32	375	99.250	31.750	116	259

PERCENTAGES ATTAINED BY APPLICANTS WHO FINISHED THE EXAMINATION.

16	applicants attained.....	95 to 100%
63	applicants attained.....	90 to 95%
77	applicants attained.....	85 to 90%
62	applicants attained.....	80 to 85%
43	applicants attained.....	75 to 80%
114	applicants attained less than.....	75%
375		

During the year 1903, 504 applicants were called by mail for examination; 407, or 81 per cent., appeared; 375, or 92 per cent. of those who appeared, finished the examination; 259 passed the examination successfully, which is equal to 51 per cent. of those called, 64 per cent. of those who appeared, and 69 per cent. of those who finished the examination.

NATIVITY OF OFFICIAL ELIGIBLES.

December 31, 1903.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	157	Germany	52
Wisconsin (exclusive Milwaukee)	66	Ireland	9
New York	17	Austria-Hungary	8
Illinois	8	Scotland	5
Ohio	6	England	3
Minnesota	4	Switzerland	3
Kansas	2	Bohemia	2
Massachusetts	2	Denmark	2
Michigan	2	Netherlands	2
Nebraska	2	Norway	2
California	1	Poland	1
Maine	1		
New Jersey	1		89
Pennsylvania	1		
U. S. (state not given)	3		
	273		

Total, 362.

75% Native Born. 25% Foreign Born.

APPOINTMENTS IN THE OFFICIAL SERVICE.
During the Year 1903.

To Take Effect.	Name.	Position.
1903.	BUILDING INSPECTOR'S DEPARTMENT.	
Mch. 1.....	John A. Moller.....	Assistant Building Inspector.
Mch. 1.....	Geo. G. Dunn.....	Assistant Building Inspector.
	CITY ENGINEER'S DEPARTMENT.	
Mch. 1.....	Thomas E. Hayes, Jr...	Chainman.
June 1....	Louis G. Widule.....	Chainman.
Nov. 9.....	Walter Lehfeldt.....	Chainman.
July 1.....	Peter J. King.....	Assistant Plumbing Inspector.
Nov. 5.....	Walter Windfelder.....	Messenger.
Nov. 17.....	Ernst H. Noack.....	Messenger.
Dec. 31.....	Bruno P. Schaefer.....	Assistant Draughtsman.
	HEALTH DEPARTMENT.	
Oct. 1.....	Frank Darling, M. D....	Registrar Vital Statistics.
May 25.....	Henry L. Schulz.....	Sanitary Inspector.
June 3.....	John Mahkorn.....	Sanitary Inspector.
Aug. 5....	Ferdinand Mack, Jr....	Sanitary Inspector.
Sept. 10.....	Peter H. McHugh.....	Sanitary Inspector.
Oct. 1.....	Felix J. Michalak.....	Sanitary Inspector.
Oct. 1.....	Joseph Derfus.....	Sanitary Inspector.
	PARK DEPARTMENT.	
May 15.....	Michael J. McKevitt, Jr.	Park Police.
June 25....	Wm. H. Crowley.....	Park Police.
	PUBLIC LIBRARY DEPARTMENT.	
Mch. 2.....	Mary O. Allen.....	Substitute Assistant.
Mch. 7.....	Hannah Coad.....	Substitute Assistant.
Mch. 7.....	Marion E. Holloway....	Substitute Assistant.
	PUBLIC MUSEUM DEPARTMENT.	
Mch. 1.....	Geo. Oxborrow.....	Attendant.
	PUBLIC LIBRARY AND MUSEUM, Jointly.	
May 25.....	William Winkel.....	Fireman.
	PUBLIC WORKS DEPARTMENT.	
Jan. 3.....	Otto F. Einem.....	Superintendent Second Ward.
June 17....	Roman T. Ziarnek.....	Superintendent Twelfth Ward.
July 13.....	David M. Sneddon.....	Superintendent Seventeenth Ward.
April 1....	Thorwald J. Lund.....	Bridge Tender.
April 1....	Michael Kierans.....	Bridge Tender.
April 1.....	Michael J. Foran.....	Bridge Tender.
April 14....	Thomas F. Duffy.....	Bridge Tender.
May 1....	Frank H. Gerdis.....	Bridge Tender.
May 1....	H. H. Hovland.....	Bridge Tender.
July 1....	Lawrence Cullen.....	Bridge Tender.
July 1....	Thos. Morrissey.....	Bridge Tender.
July 1.....	Carl E. E. Will.....	Bridge Tender.
July 1....	John J. McLinden.....	Bridge Tender.
Sept. 11....	Chas. M. Johnson.....	Engineer City Hall.

APPOINTMENTS IN THE OFFICIAL SERVICE—CONTINUED

For the Year 1903.

To Take Effect.	Name.	Position.
	SCHOOL DEPARTMENT.	
Jan. 2....	Geo. H. Wiggins.....	Janitor E. S. High School.
Nov. 1.....	Nicholas Riemer.....	Janitor 2nd Dist. Primary and Scho for Deaf.
May 10.....	John G. Hanson.....	Janitor 5th Dist. Primary No. 1.
Nov. 16.....	Peter Heipp.....	Janitor 5th Dist School.
Feb. 1....	Albert G. Ahrendt.....	Janitor 6th Dist. School.
Sept. 16....	Henry J. Brocker.....	Janitor 6th Dist. School No. 2.
Nov. 16.....	Emil J. Kroscher.....	Janitor 9th Dist. Primary School.
Nov. 24.....	Wm. L. Hart.....	Janitor 9th Dist. Primary School.
Nov. 10.....	Chas. E. Jeske.....	Janitor 10th Dist. Prim. School No.
July 1.....	Paul C. Fischer.....	Janitor 16th Dist. School No. 1.
Jan. 29.....	Robt. A. Prestin.....	Janitor 18th Dist. School.
Nov. 1.....	Edw. J. Roloff.....	Janitor 18th Dist. School.
	TAX DEPARTMENT.	
Mch. 23....	Nicholas Noll.....	Assessor 10th Ward.
Mch. 23....	Wm. Bannon.....	Assessor 16th Ward.
Mch. 23....	Herman J. Hucke.....	Assessor 19th Ward.
Mch. 23....	Fred J. Huennekens....	Assessor 23rd Ward.
	WATER REGISTRAR'S DEPARTMENT.	
Feb. 24.....	Chas. J. Conaty.....	Meter Reader.
Feb. 24.....	Leo Ehrlich.....	Meter Reader.
Feb. 24.....	Ralph G. Bertschy.....	Meter Reader.
Feb. 24.....	Stephen Carrigan.....	Meter Reader.
May 1.....	Peter J. McIntyre.....	Meter Reader.
Nov. 16.....	Wm. F. Burghardt.....	Meter Reader.
Aug. 1....	Aurel J. Langlois.....	Clerk 2nd Grade.
Nov. 16.....	Walter Windfelder.....	Clerk 2nd Grade.

PROMOTIONS IN THE OFFICIAL SERVICE.

During the Year 1903.

To Take Effect.	Name.	Position and Subdepartment.
1903.	CITY ENGINEER'S DEPARTMENT.	
Aug. 1....	Burton Y. Behne.....	Messenger to Clerk Meter and Distribution Subdept.
Nov. 3.....	Frank Narath.....	Chainman to Rodman.
Mch. 1....	Albert Mingers.....	Helper (Labor Service) to Fireman (Official Service) at North Point Pumping Station.
Oct. 20.....	John Behling.....	Calker (Labor Service) to Superintendent of Meters and Distribution (Official Service).
Nov. 1.....	David Milbrath.....	Hydrant Inspector (Official Service) to Calker (Labor (Service) Meter and Distribution Subdept.
Nov. 4.....	Wm. Flannigan.....	Helper (Labor Service) to Hydrant Inspector (Official Service) Meter and Distribution Subdept.
Dec. 1....	Henry Vollmer.....	Teamster (Labor Service) Meter and Distribution Subdept., to Watchman at Reservoir (Official Service).
	HEALTH DEPARTMENT.	
May 25.....	P. J. King.....	Sanitary Inspector to Complaint Clerk.
July 20....	Emil Bercher.....	Foreman Garbage Crematory to Complaint Clerk.
	PUBLIC LIBARRY DEPARTMENT.	
Mch. 11....	Signa Knudson.....	Page to regular Assistant.
	PUBLIC LIBRARY AND MUSEUM, Jointly.	
May 1.....	Fred W. Kanitz.....	Fireman to Assistant Engineer.
	PUBLIC WORKS DEPARTMENT.	
Jan. 17.....	Frank Schomann.....	Inspector of Street Work to Inspector of Street Work and Buildings.
July 1.....	Phillip G. Connelly.....	Inspector Brick Sewers to Inspector Brick Sewers and Brick Pavement.
Dec. 8.....	Bernard Knoechel.....	Engineer Steam Road Roller to Engineer North Side Natatorium.
Jan. 1.....	John Oremus.....	Electrician's Helper (Labor Service) to Fireman City Hall (Official Service).
Feb. 6.....	John J. Crilley.....	Mason Sewer Subdept. (Labor Service) to Inspector Brick Sewers and Tunnels (Official Service).
	WATER REGISTRAR'S DEPARTMENT.	
May 1.....	Peter Reiff.....	Meter Reader to Assistant Meter Accountant.

CHANGES IN THE OFFICIAL SERVICE.

During the Year 1903.

Appointments	61	Resignations	34
Promotions	17	Deaths	6
Transfers	25	Discharges	8
Increase of salary (excepting promotions and transfers)	40	Emergency appointments	103

NATIVITY OF APPOINTEES IN THE OFFICIAL SERVICE.

During the Year 1903.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	26	Germany	
Wisconsin (exclusive Milwaukee)	12	Ireland	
Michigan	2	Norway	
New York	1	Austria-Hungary	
	—	Bohemia	
	41	Canada	
		England	
		Scotland	
		Sweden	
			—
			2

Total, 61.

66% Native Born. 33% Foreign Born.

STATISTICS OF APPLICANTS FOR THE LABOR SERVICE

During the Year 1903.

A.	Total number of applicants	25
B.	Married	20
C.	Single	5
D.	Veterans	
E.	Women	
F.	Native born	8
G.	Foreign born	17
H.	Can read and write English	14
I.	Can read and write foreign languages	17
J.	Can not read and write any language	2

STATISTICS OF APPLICANTS FOR SKILLED LABOR.

During the Year 1903.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	18	Germany	19
Wisconsin (exclusive Milwaukee)	4	Austria-Hungary	2
Illinois	2	Canada	1
Kansas	1	Ireland	1
Ohio	1		23
Vermont	1		
U. S. (state not given)	2		
	29		

Total, 52.

56% Native Born. 44% Foreign Born.

RESIDENCE IN U. S.		AGE.	
No. of Applicants.	Years.	No. of Applicants.	Years.
2	11 to 15	7	21 to 25
7	16 to 20	6	26 to 30
11	21 to 25	6	31 to 35
8	26 to 30	9	36 to 40
11	31 to 35	7	41 to 45
5	36 to 40	4	46 to 50
3	41 to 45	6	51 to 55
3	46 to 50	3	56 to 60
1	56 to 60	1	61 to 65
1	71 to 75	2	66 to 70
—		1	71 to 75
52		—	
		52	

Have families dependent upon them for support	32
Freeholders	13
Can read and write English and German	25
Can read and write English	20
Can read and write German	4
Can read and write English, German and Bohemian	1
Can read and write English and Hollandish	1
Can read and write German and Polish	1
	52

STATISTICS OF SKILLED LABOR ELIGIBLES.

December 31, 1903.

NATIVE BORN.		FOREIGN BORN.
Milwaukee	28	Germany
Wisconsin (exclusive Milwaukee)	7	Norway
Illinois	1	Austria-Hungary
Kansas	1	Holland
Michigan	1	Ireland
Minnesota	1	Italy
New Hampshire	1	
New York	1	
Ohio	1	
Pennsylvania	1	
Vermont	1	
U. S. (state not given)	1	
	45	

AGE OF SKILLED LABOR ELIGIBLES.

No. of Eligibles.	Years.	No. of Eligibles.	Yea
18	21 to 25	8	46 t
13	26 to 30	13	51 t
11	31 to 35	6	56 t
8	36 to 40	1	71 t
10	41 to 45	—	
		88	

Have families dependent upon them for support.....
Freeholders .....
Veterans .....

Can read and write English and German.....
Can read and write English.....
Can read and write German.....
Can read and write English and Norwegian.....
Can read and write English and Hollandish.....
Can read and write English, German and French.....
Can read and write English, German and Bohemian.....
Can read and write English and Polish.....
Can read and write German and Polish.....
Can read and write Italian.....
Can not read and write any language.....

STATISTICS OF APPLICANTS FOR COMMON LABOR.

During the Year 1903.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	28	Germany	94
Wisconsin (exclusive Milwaukee)	17	Poland	26
Illinois	2	Bohemia	5
New York	2	Ireland	5
Indiana	1	Italy	5
Michigan	1	Austria-Hungary	4
Missouri	1	England	3
Pennsylvania	1	Switzerland	2
Vermont	1	Denmark	1
	—	Holland	1
	54	Sweden	1
			—
			147

Total, 201.

27% Native Born. 73% Foreign Born.

RESIDENCE IN U. S.		AGE.	
No. of Applicants.	Years.	No. of Applicants.	Years.
1	3 to 5	1	16 to 20
1	6 to 10	10	21 to 25
24	11 to 15	16	26 to 30
28	16 to 20	16	31 to 35
43	21 to 25	18	36 to 40
26	26 to 30	26	41 to 45
31	31 to 35	19	46 to 50
19	36 to 40	39	51 to 55
10	41 to 45	18	56 to 60
11	46 to 50	20	61 to 65
3	51 to 55	7	66 to 70
4	56 to 60	6	71 to 75
—		5	76 to 80
201		—	
		201	

Have families dependent upon them for support	168
Freeholders	91
Veterans	2

Can read and write English and German	56
Can read and write English	35
Can read and write German	35
Can read and write Polish	18
Can read and write German and Polish	17
Can read and write Italian	4
Can read and write English and Polish	3
Can read and write English, German and Polish	3
Can read and write English and Italian	1
Can read and write English and Swedish	1
Can read and write Slavonic	1
Can not read and write any language	27
	201

LABOR ELIGIBLE LISTS.

In force December 31, 1903.

SKILLED LABORERS.

iths	3	Masons and Plasterers	8
arpenters	16	Painters	11
'ainters	5	Plumbers	4
'ainters and Sailors	15	Slater	1
ers and Cabinet Makers	16	Steamfitters	4
th	1	Tinner	1
its	4		

MISCELLANEOUS SPECIAL COMMON LABORERS.

	9	Park Laborers (East Side)	20
Helpers	9	Park Laborers (West Side)	25
aborers	7	Park Laborers (South Side)	17
Helper	1	Pavers	19
Pub. Bldgs. (male)	45	Pasters in Bindery	4
at Pumping Stations	9	Pipe Layers	2
at Pumping Stations	12	Pound Driver	1
s at Pumping Stations	13	Scrubwomen	18
sers	27	Sewer Cleaners	2
Crane Operator	1	Sewer Digger (miner)	1
an's Helper	8	Sewer Laborers (East Side)	6
t Natatoria	1	Sewer Laborers (West Side)	5
s at Public Library	4	Sewer Laborers (South Side)	11
s School Repair Dept	3	Steamfitter's Helpers	8
s Garbage Plant (not aced under Civil Service	23	Teamsters	4
		Tree Trimmer	1
st's Helpers	3	Water Dept.—Helpers	40
Helper	1	Water Dept.—Laborers	15
epairers	25	Water Dept.—Turn-on-and-off men	28
eaners (female)	51		

WARD LABORERS.

ard	5	Thirteenth Ward	36
Ward	15	Fourteenth Ward	30
ard	10	Fifteenth Ward	2
Ward	3	Sixteenth Ward	2
ard	15	Seventeenth Ward	9
ard	9	Eighteenth Ward	26
Ward	8	Nineteenth Ward	9
Ward	14	Twentieth Ward	29
ard	39	Twenty-first Ward	9
ard	26	Twenty-second Ward	31
Ward	37	Twenty-third Ward	15
Ward	32		

APPOINTMENTS IN THE LABOR SERVICE.

During the Year 1903.

PUBLIC WORKS DEPARTMENT.

WARDS.

To Take Effect.	Name.	No. of Ward.	Position.
1903.			
May 19.....	Teofil Orcholski.....	1st	Paver.
May 19.....	Jos. Hecht.....	1st	Paver.
April 7.....	Mathias Stehle.....	2nd	Common Labor.
April 6.....	Michael Malloy.....	3rd	Common Labor.
April 6....	Michael Gallagher.....	3rd	Common Labor.
April 6.....	Gioachino Giannusi.....	3rd	Common Labor.
April 6.....	John P. Ryan.....	3rd	Common Labor.
April 6....	August Bussalach.....	3rd	Common Labor.
April 22....	John C. Paquet.....	4th	Common Labor.
April 22....	John Coughlin.....	4th	Common Labor.
Mch. 17....	Jacob Musha.....	5th	Common Labor.
Mch. 24....	Ben Schwegler.....	5th	Common Labor.
Mch. 24.....	Peter Highland.....	5th	Common Labor.
Mch. 24.....	Dennis McCarty.....	5th	Common Labor.
Mch. 24.....	Johann Kuchowski.....	5th	Common Labor.
April 21....	Fred Borth.....	5th	Common Labor.
April 21....	Joseph Konkel, Sr., No. 4.	5th	Common Labor.
April 21....	Chas. Falkenstein.....	5th	Common Labor.
Feb. 13.....	Christoph Voi.....	6th	Paver.
May 14.....	Fred Wagenfuhrer.....	6th	Common Labor.
June 15....	Gottlieb Doebert.....	6th	Common Labor.
June 15....	Math. Lamster.....	6th	Common Labor.
June 15....	Carl Adrian.....	6th	Common Labor.
June 23....	Benedict Waegli.....	6th	Common Labor.
Mch. 6.....	Fred Huth.....	7th	Common Labor.
April 22....	Fred Westfahl.....	11th	Paver.
April 22....	Joseph Gorecki.....	11th	Paver.
April 22....	Teofil Piasecki.....	11th	Paver.
April 22....	John Graj.....	11th	Paver.
April 13....	Leon Szybezynski.....	12th	Common Labor.
April 13....	John Zientek.....	12th	Common Labor.
April 13....	Tomacz Meller.....	12th	Common Labor.
Sept. 4.....	Jacob Nierzwicki.....	12th	Paver.
Mch. 28....	John Rojahn.....	13th	Common Labor.
Mch. 28....	Jacob Wolski.....	13th	Common Labor.
April 6.....	Heinrich Kark.....	13th	Common Labor.
April 6.....	Jacob Balachowski.....	13th	Common Labor.
April 6.....	John Kozlowski.....	13th	Common Labor.
April 24....	Simon Kuick.....	14th	Paver.
April 24....	Franz Mikodem.....	14th	Common Labor.
April 24....	John Gostomski.....	14th	Common Labor.
Jan. 8.....	Volkmar Zunft.....	15th	Common Labor.
Jan. 8.....	Aug. J. Hoppe.....	15th	Common Labor.

INTMENTS IN THE LABOR SERVICE—CONTINUED.

During the Year 1903.

E	NAME.	NO. OF WARD.	POSITION.
...	Henry Schneider.....	15th	Common Labor.
...	Friedrich Erdmann.....	15th	Common Labor.
...	James Maxwell.....	15th	Common Labor.
...	Joseph Klein.....	15th	Common Labor.
...	Casper J. Weber.....	15th	Common Labor.
...	Michael Fuchs.....	15th	Common Labor.
...	Thomas B. Smith.....	15th	Common Labor.
...	H. J. Otten.....	16th	Common Labor.
...	Daniel McGrath.....	16th	Common Labor.
...	Stanislaus Jankowski..	18th	Paver.
...	Stephan Bernacki.....	18th	Paver.
...	Heinrich Schulz.....	20th	Common Labor.
...	Jochem Hoeppner.....	20th	Common Labor.
...	Ferdinand Boeck.....	20th	Paver.
...	Michael Nickel.....	21st	Common Labor.
...	C. Schuenemann.....	21st	Common Labor.
...	Vincent Barbieri.....	21st	Common Labor.
...	John Schroeder.....	21st	Common Labor.
...	Fritz Zabel.....	21st	Common Labor.

MISCELLANEOUS SUBDEPARTMENTS.

E T.	NAME.	POSITION AND SUBDEPARTMENT.
...	Mathias J. Paust.....	Painter and Sailor Bridge Repair Subdept.
...	Patrick Sullivan.....	Painter and Sailor Bridge Repair Subdept.
...	John Grede.....	Painter and Sailor Bridge Repair Subdept.
...	Thos. Brennen.....	Laborer Bridge Repair Subdept.
...	Patrick Powers.....	Laborer Bridge Repair Subdept.
...	Ernst Hoelz.....	Laborer Bridge Repair Subdept.
...	Michael J. Foran.....	Laborer Bridge Repair Subdept.
...	Peter Thinnes.....	Mason East Sewerage District.
...	John Drzewicki.....	Cleaner East Sewerage District.
...	Frank Dempczynski....	Cleaner South Sewerage District.
...	Frank Wroblewski.....	Cleaner South Sewerage District.
...	Kazmierz Pluskota.....	Cleaner South Sewerage District.
...	Tomasz Antezak.....	Cleaner South Sewerage District.
...	Joseph Kusch.....	Cleaner South Sewerage District.
...	Theo. Piasecki.....	Cleaner South Sewerage District.
...	Gustav Trapp.....	Laborer West Sewerage District.
...	John Oremus.....	Electrician's Helper City Hall.
...	Frank T. Motza.....	Steamfitter's Helper City Hall.
...	Lizzie Perrizo.....	Office Cleaner City Hall.

APPOINTMENTS IN THE LABOR SERVICE—CONTINUED.

During the Year 1903.

CITY ENGINEER'S DEPARTMENT.

Water Subdepartment.

To Take Effect.	Name.	Position.
1903.		
April 20.....	Fred Zapp.....	Laborer Meter and Distribution Subdepartment.
April 22.....	John Zinda.....	Laborer Meter and Distribution Subdepartment.
April 22.....	John Drzewscki.....	Laborer Meter and Distribution Subdepartment.
Aug. 1.....	John Rzepinski.....	Laborer Meter and Distribution Subdepartment.
Aug. 3.....	John Trzebiatowski...	Laborer Meter and Distribution Subdepartment.
Nov. 5.....	John Gora.....	Helper Meter and Distribution Subdepartment.
Dec. 3.....	Frank Fails.....	Teamster Meter and Distribution Subdepartment.
Feb. 23.....	Wm. Jensch.....	Steamfitter's Helper Meter and Distribution Subdepartment.
May 12.....	Jos. Hildebrandt.....	Laborer Kilbourn Park.
May 12.....	Herman Kickhefer....	Laborer Kilbourn Park.
Oct. 26.....	Geo. J. Roderer.....	Helper City Pipe Yard.

OINTMENTS IN THE LABOR SERVICE—CONTINUED.

During the Year 1903.

PARK DEPARTMENT.

KE T.	NAME.	POSITION.	PLACE OF EMPLOYMENT.
....	Joseph Phillips....	Laborer.....	Humboldt Park.
....	Lorenz Kolinski...	Laborer.....	Humboldt Park.
....	Jacob Jagodzinski.	Laborer.....	Humboldt Park.
....	Anton Krajenska..	Laborer.....	Humboldt Park.
....	Andreas Rafenstein	Laborer.....	Humboldt Park.
....	Simon Rademacher	Laborer.....	Humboldt Park.
....	Wm. Emil Kriese, Jr.	Laborer.....	Humboldt Park.
....	Joseph Studer.....	Laborer.....	Humboldt Park.
....	Andrew Retur.....	Boatman.....	Kosciuszko Park.
....	John Schurrell.....	Boatman.....	Mitchell Park.
....	Paul Musolff.....	Laborer.....	Mitchell Park.
....	Martin Loch.....	Laborer.....	Mitchell Park.
....	Jacob Keczka.....	Laborer.....	Mitchell Park.
....	S. Fred Wichstrom	Laborer.....	Mitchell Park.
....	Martin Gruszezynski	Laborer.....	Mitchell Park.
....	Val'tine Rewolinski	Laborer.....	Mitchell Park.
....	Henry Holzhueter.	Laborer.....	Mitchell Park.
....	Paul Oscar Stetter.	Laborer.....	Mitchell Park.
....	Louis Gustav Klatt	Laborer.....	Washington Park.
....	Joseph Klein.....	Laborer.....	Washington Park.
....	Aug. Plautz.....	Laborer.....	Washington Park.
....	Carl F. Edw. Mecus	Laborer.....	Washington Park.
....	John Jurmer.....	Laborer.....	Washington Park.
....	Joseph Pfeil.....	Laborer.....	Washington Park.

APPOINTMENTS IN THE OFFICIAL SERVICE—CONTI

During the Year 1903.

SCHOOL REPAIR SUBDEPARTMENT.

To Take Effect.	Name.	Position.
1903.		
July 14.....	Julius R. Huebner.....	Carpenter.
July 15.....	Edward A. Halling.....	Carpenter.
July 15.....	Adolf Kaiser.....	Carpenter.
July 20.....	John Lippert.....	Carpenter.
July 28....	Julius Krause.....	Carpenter.
April 23.....	Wilbert S. Seife.....	Painter.
May 20.....	Simon Ruther.....	Painter.
May 25.....	John Koch.....	Painter.
June 1.....	Jos. Killian.....	Painter.
June 9.....	Rudolph Goehringer....	Painter.
June 9.....	Herman Potratz.....	Painter.
June 15.....	Wm. Niessen.....	Painter.
June 15.....	Fred Schmitt.....	Painter.
June 15.....	Matthias Lorenz.....	Painter.
June 15.....	Franz Mohr.....	Painter.
Mch. 3.....	Theodore Ziegler.....	Steamfitter's Helper.
May 15.....	Math. Stehle.....	Laborer.
May 15.....	Frank Koplin.....	Laborer.

PUBLIC LIBRARY DEPARTMENT.

To Take Effect.	Name.	Position.
1903.		
Jan. 1.....	Barbara Schmidt.....	Office Cleaner.

NATIVITY OF EMPLOYES IN THE LABOR SERVICE.

December 31, 1903.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	96	Germany	640
Wisconsin (exclusive Milwaukee)	30	Ireland	71
New York	21	Italy	27
Illinois	7	Austria-Hungary	26
Massachusetts	5	Poland	18
Pennsylvania	4	England	12
Connecticut	3	Norway	9
Michigan	2	Bohemia	8
Ohio	2	Holland	8
Vermont	2	Sweden	5
Maryland	1	Switzerland	4
Missouri	1	Canada	3
Rhode Island	1	Sicily	2
U. S. (state not given)	1	Wales	2
	—	Denmark	1
	176	France	1
		Russia	1
		Scotland	1
		Europe	4
			843

Known	1,019
Unknown	46
Total	1,065

17% Native Born. 83% Foreign Born.

TOTAL CHANGES IN THE CITY SERVICE.

During the Year 1903.

Appointments in the Official Service	61		
Appointments in the Labor Service	62	123	
Promotions and Transfers in the Official Service	43		
Promotions from Labor to Official Service	6		
Promotions and Transfers in the Labor Service	29	78	
Separations from the Official Service	48		
Separations from the Labor Service	126	174	
Total changes of all kinds (excepting temporary changes, leave of absence and "lay-offs")			375

'AL NUMBER OF ALL PERSONS IN THE CITY CIVIL SERVICE OF MILWAUKEE.

I. UNDER CIVIL SERVICE RULES.			
UNDER THE BOARD OF CITY SERVICE COMMISSIONERS:			
In the Official Service	530		
In the Labor Service	1,065		
In both branches		1,595	
UNDER THE BOARD OF FIRE AND POLICE COMMISSIONERS			
In the Fire Department	339		
In the Police Department	327		
In both branches		666	
UNDER THE BOARD OF SCHOOL DIRECTORS:			
Principals, Teachers and Truant Officers		946	
Total number of persons under Civil Servic Rules of the three branches			3,207
II. NOT UNDER CIVIL SERVICE RULES.			
ELECTIVE OFFICERS:			
Mayor, Comptroller, Treasurer, Attorney	4		
Aldermen	46		
Clerk of Municipal Court	1		
Judges	2		
Justices of the Peace	11		
Constables	11		
Total number of exempted elective officers		75	
PPOINTIVE OFFICERS:			
1. Salaried Officers—			
Heads of Departments	11		
Deputies	8		
Cashier	1		
Secretaries	4		
Treasurer's Clerks	2		
Assistant City Attorneys	4		
Assistant City Engineer	1		
Assistant Clerks of Municipal Court	2		
Court Reporter	1		
Court Janitor	1		
Weigh Masters (receiving one-half of proceeds)	2		
School Superintendent	1		
Assistant School Superintendents	3		
Exempted Clerks	4		
Taxidermists	2		
		47	

TOTAL NUMBER OF ALL PERSONS IN THE CITY CIVIL SERVICE OF MILWAUKEE—CONTINUED.

II. NOT UNDER CIVIL SERVICE RULES—(Cont.)				
2. Honorary Officers—				
City Service Commissioners	4			
Fire and Police Commissioners	4			
Commissioners of Public Debt	3			
Park Commissioners	5			
School Commissioners	4			
School Directors	23			
Library Trustees	9			
Museum Trustees	9			
Johnston Emergency Hospital Trustees.	9			
Total number of exempted honorary appointive officers		70		
Total number of exempted appointive officers or employes			117	
Total number of officers and employes not subject to Civil Service Rules				19
Total number of persons in the City Service..				3,3

The number of laborers actually employed in street work and in the parks at the time of this writing is much less than represented in the foregoing summary, because a number of the skilled and common laborers included in it are often laid off when there is not sufficient work for them, and especially during the winter the superintendent assigns the men to work in relays, so as to give as many of them as possible an opportunity for part of the work, excepting the employes of lang standing needed for the special work requiring experience and training, who are rarely laid off.

The following figures indicate what work has to be taken care of during the year:

Area of city	22½ square miles or	14,400	acres
Area of public squares		22	acres
Length of streets		528.734	miles
Length of water mains		380.642	miles
Length of sewers, including intercepting sewers or tunnels		351.249	miles
Area of parks in charge of Board of Public Works		60.997	acres
Area of parks in charge of Park Commissioners		460.713	acres
viz: Lake Park	123.6	acres	
Riverside Park	24	acres	
Sherman Park	24	acres	
Washington Park	147.745	acres	
Mitchell Park	59.5	acres	
Kosciuszko Park	36.868	acres	
Humboldt Park	45	acres	
School houses (exclusive barracks)		54	
Other public buildings		49	
Apparatus on wheels used by the Fire Department		89	
Fire boats for river service		3	
Horses		174	

I am glad to acknowledge the most satisfactory and willing assistance extended to me during the year just past by the different departments of the city government, and am very much pleased to be able to incorporate in this report my heartfelt thanks to all city officials for their kind courtesy and friendly co-operation. Most important, however, is the fact that the heads of all departments have always cheerfully complied with the rules, regulations and laws of the Board, and I have no evasion or omission to report.

Respectfully submitted,

JOHN J. VLACH.

Chief Examiner and Secretary.

EXHIBIT C.

CITY CIVIL SERVICE ACT.

Chapter 313, of the Laws of 1895, App. April 19 and Pub. April 29
[As Amended by Chapter 218, of the Laws of 1897,
App. April 12, and Pub. April 13.]

AN ACT to regulate the civil service of cities.

The people of the State of Wisconsin, represented in Senate and Assembly, do enact as follows:

SECTION 1. The Mayor of each city in this state, of the first class, or of the second class, as defined by Section 1, of Chapter 312, of the general laws of Wisconsin, enacted in 1893, whether such city be incorporated by special act of the Legislature or under the general laws of the state, shall, before the fifteenth day of June, A. D. 1895, or the fifteenth day of June in the year next following the first state or national census, showing such city to belong to either said first or said second class, appoint four persons, citizens and residents of said city, who shall constitute and be known as the Board of City Service Commissioners of such city, and shall designate one of the persons so appointed to serve for a term of four years, one for a term of three years, one for a term of two years, and one for a term of one year, from the first Monday of July in the year of their appointment and until their respective successors are appointed and qualified; and in each and every year after such first appointment, the Mayor shall, in like manner, in the month of June, appoint one person as the successor of the Commissioner whose term shall expire in that year, to serve as such Commissioner for four years from the first Monday of July then next ensuing, and until his successor is appointed and qualified. Three Commissioners shall constitute a quorum necessary for

the transaction of business. Any vacancy in the office of Commissioner occurring during the term shall be filled for the unexpired term by appointment by the Mayor, and all appointments, both original and to fill vacancies, shall be so made that not more than two Commissioners shall at the time of the appointment be members of the same political party. Said Commissioners shall hold no lucrative office or employment under the United States, the State of Wisconsin, or any municipal corporation or political division thereof, and each Commissioner shall, before entering upon the discharge [of the duties] of his office and within ten days after receiving notice of his appointment, take and subscribe the oath of office prescribed by the constitution of this state, and file the same, duly certified by the officer administering it, with the [City] Clerk of his city, and no salary or other compensation for his services shall be paid to any such Commissioner.

SEC. 2. [**As amended by Section 1, Chapter 218, of 1897.**] The said Commissioners shall make rules adapted to carry out the purposes of the act and not inconsistent with its provisions, for the examination and selection of persons to fill offices and positions in the service of their respective cities, which are required to be filled by appointment, and for the selection of persons to be employed in the service of such city. All rules so made shall be subject to the approval of the Mayor of the city, and they may with like approval be from time to time altered or rescinded by said Commissioners. The said Commissioners shall supervise the administration of the rules so established.

SEC. 3. The rules mentioned in Section 2 of this act may be made from time to time:

1st. For open, competitive and other examinations by which to test applicants for office or for employment as to their practical fitness to discharge the duties of the positions which they desire to fill, which examinations shall be public and free to all citizens of the United States, with proper limitations as to residence, age, health, sex, habits and moral character.

2nd. For the filling of vacancies in offices and places of employment in accordance with the results of such examinations, and for the selection of persons for public employment in accordance with such results, or otherwise, as may seem most desirable to carry out the provisions of this act.

3rd. For promotions in office or positions on the basis of ascertained merit and seniority in service, and examination as may seem desirable.

4th. For a period of probation before an appointment or employment is made permanent.

All rules made as provided in this act and all changes therein shall forthwith be printed for distribution by said Board.

SEC. 4. From and after the adoption of such rules, all appointments to subordinate offices, positions and employments in the several departments of the service of such city which are subject to such rules, shall be made by the respective heads of such departments under and in conformity with the provisions of such rules, and such heads of departments shall respectively have power to remove or discharge at pleasure any person holding any subordinate office, position or employment in their respective departments.

SEC. 5. All applicants for offices, places or employments in the civil service of such city, except those mentioned in Section 6, shall be subject to examination under and in accordance with the rules so made by said Commissioners. Such examinations shall be practical in their character and shall relate to those matters which will fairly test the relative capacity and fitness of the persons examined to discharge the duties of the particular service to which they seek to be appointed, and shall include tests of physical qualifications and health, and, when appropriate, of manual skill. No question in any examination shall relate to political or religious opinions or affiliations, and no appointment or selection to an office or for employment within the scope of the rules established as aforesaid shall be in any manner affected or influenced by such opinions or affiliations.

SEC. 6. Officers who are elected by the people, or who by statute are required to be elected by the city council, inspectors and clerks of election, members of any board of education, the superintendents and teachers of schools, heads of any principal departments of the city, all members of the law, fire and police departments, offices and clerks for the faithful discharge of whose duties a superior officer is required to give bond, one private secretary of the Mayor, and any other officers, clerks or employes in the service of the city whose positions, in the judgment of the said City Service Commissioners, can not, for the time being, be subjected, with advantage to the public service, to the

general rules prepared under this act, shall not be affected as to their election, selection or appointment, by such rules made by said Commissioners.

SEC. 7. Every application, in order to entitle the applicant to appear for examination, or to be examined, must state the facts under oath on the following subjects: (1) full name, residence and post-office address; (2) citizenship; (3) age; (4) place of birth; (5) health and physical capacity for the public service; (6) previous employment in the public service; (7) business or employment and residence for the previous five years; (8) education. Such other information shall be furnished by the applicant as may reasonably be required by the Board touching the applicant's fitness for the public service.

SEC. 8. **[As amended by Sec. 2, Chapter 218 of 1897.] The said board shall appoint a chief examiner, whose duty it shall be, under its direction, to superintend any examinations held in such city under this act and who shall perform such other duties as the board shall prescribe. Such chief examiner shall be ex-officio secretary of the board, and under the direction of such board he, as such secretary, shall keep and record minutes of its proceedings, preserve all reports made to it, keep a record of all examinations held under its direction, and perform such other duties as the board may from time to time prescribe. Such chief examiner shall receive a salary to be be fixed by said board at a sum not exceeding the rate of fifteen hundred dollars per annum, which shall be paid monthly by the city treasurer on the certificate of the president of said board countersigned by the city comptroller. He shall be subject to removal at any time by said board. The said board may also incur such expenses for clerk hire, printing, stationery and other incidental matters as it shall deem necessary; provided, however, that the total amount of all expenditures by it incurred during any year, including the compensation of the chief examiner, clerks and other employes, shall not exceed the amount of the special fund herein provided and known as "the city civil service fund."**

Additional provisions are contained in the following Section of said Chapter 218 of the Laws of 1897, to-wit:]

SEC. 3. From and after the passage and publication of this act, the common council shall levy and collect annually, upon all taxable property of the said city, at the same time and in the same manner as other city taxes are levied and collected by law, a special tax not exceeding one thirty-fifth of a mill upon each dollar of the assessed value of said taxable property, the amount of which shall be determined by said board of city service commissioners and certified by it to the common council and to the city comptroller within ten days after the passage and publication of this act, and thereafter before the twentieth day of January in each year, and the entire amount of such special tax shall constitute a separate and distinct fund to be known as the "city civil service fund," and shall not be used or appropriated, directly or indirectly, for any other purpose than paying the salaries of the chief examiner, clerks and employes of said board and the other necessary expenses of carrying out the purposes of this act. All disbursements on account of such city civil service fund, except for the salary of the chief examiner, shall be paid by the city treasurer on the orders of the president and secretary of the board countersigned by the city comptroller.

SEC. 9. The Board shall control all examinations, and may, whenever an examination is to take place, designate a suitable number of persons, either in or not in the official service of the city, to be examiners, and it shall be the duty of such examiners, and, if in the service of the city, it shall be a part of their official duty, without extra compensation, to conduct examinations as the Board may direct, and make return or report thereof to such Board; and the Board may, at any time, substitute any other person, whether or not in such service, in the place of any one so selected; and the Board may themselves, at any time, act as such examiners, and without appointing examiners. The examiners, at any examination, shall not all be members of the

same political party, and no person shall serve in an examination of candidates for office under the provisions of this act in case of a relative or connection by marriage within the degree of first cousin.

SEC. 10. **[As amended by Sec. 4, of Chap. 218, of 1897.] Notice of the time, place and general scope of every examination shall be given by the board by publication at least four times on alternate days, beginning at least ten days before the date of such examination, in one or more daily newspapers of general circulation published in such city, and such notice shall also be posted by said board in a conspicuous place in its office at least ten days before such examination. Such further notice of examinations may be given as the beard shall prescribe.**

SEC. 11. From the returns or reports of the examiners, or from the examinations made by the Board, the Board shall prepare and keep a register for each grade or class of position in the service of such city, of the persons whose general average standing upon examination for such grade or class is not less than the minimum fixed by the rules of such Board, and who are otherwise eligible, and such persons shall take rank upon the register as candidates in the order of their relative excellence as determined by examination, without reference to priority of time of examination.

SEC. 12. **[As amended by Sec. 5, Chap. 218, of 1897.] Immediate notice in writing shall be given by the appointing power, to said board of city service commissioners, of all appointments, permanent or temporary, made pursuant to this act and the rules made and established under the same, in those branches or departments of the civil service of such city which are subject to this act and the rules of said board, and all transfers, promotions, resignations, other changes or vacancies from any cause in such branches or departments of the city service, and of the date thereof, and a record of the same shall be kept by said board. When any office or place of employment, subject to such rules, is created or abolished, or the com-**

pensation attached thereto is altered, the officer or board making such change shall immediately report the same in writing to said board of commissioners.

SEC. 13. Said Board of Commissioners shall, on or before the 15th day of March in each year, make to the Mayor for transmission to the City Council, a report showing its own action, the rules in force, the practical effects thereof, and any suggestions it may approve for the more effectual accomplishment of the purposes of this act. The Mayor may require a report from said Board at any other time.

SEC. 14. All officers of any such city shall aid said Board in all proper ways in carrying out the provisions of this act, and, at any place where examinations are to be held, shall allow the reasonbale use of the public buildings for holding such examinations. The Mayor of each city shall cause suitable rooms to be provided for said Board at the expense of such city; and a sufficient sum of money shall be appropriated each year by each city to carry out the provisions of this act in such city.

SEC. 15. No person or officer shall willfully and corruptly, by himself or in co-operation with one or more other persons, defeat, deceive or obstruct any person in respect to his or her right of examination, or corruptly or falsely mark, grade, estimate or report upon the examination or proper standing of any person examined hereunder, or aid in so doing or willfully or corruptly make any false representations concerning the same or concerning the person examined, or willfully or corruptly furnish to any person any special or secret information for the purpose either of improving or injuring the prospects or chances of any person so examined, or to be examined, being appointed, employed or promoted.

SEC. 16. **[As amended by Sec. 6, Chap. 218, of 1897.] No comptroller or accounting or auditing officer of such city shall allow the claim for services of any person employed in the public service in violation of the provisions of this act or of the rules made and established by the board of city service commissioners pursuant to this act.**

SEC. 17. The Board of City Service Commissioners shall certify to the Comptroller all appointments to offices and places in the civil

service of the city, subject to their rules, and all vacancies occurring therein, whether by dismissal, resignation or death. No Comptroller of any such city shall approve the payment of or be in any manner concerned in paying any salary or wages to any person, subject to such rules, for services as an officer or employe of such city, before the appointment of such person to the city service has been certified by the Board to the Comptroller, nor after the vacation of such person's office or employment shall have been so certified.

SEC. 18. No Paymaster, Treasurer or other officer or agent of such city shall willfully pay, or be in any manner concerned in paying any person subject to the rules adopted by said Commissioners under this act, any salary or wages for services as an officer or employe of such city, before the appointment of such person to the civil service of such city has been certified by the Board to the Comptroller, nor after the vacation of such person's office or employment shall have been so certified.

SEC. 19. Any person who shall willfully, or through culpable negligence, violate any provision of this act or any rule promulgated in accordance with the provisions thereof, shall be guilty of a misdemeanor, and shall, on conviction thereof, be punished by a fine of not less than fifty dollars, and not exceeding one thousand dollars, or by imprisonment in the county jail for a term not exceeding six months, or by both such fine and imprisonment in the discretion of the court.

SEC. 20. If any person shall be convicted under the next preceding section, any public office which such person may hold shall, by force of such conviction, be rendered vacant, and such person shall be incapable of holding office for the period of five years from the date of such conviction.

SEC. 21. Prosecutions for violations of this act may be instituted either by the Attorney-General, the state's attorney for the county in which the offense is alleged to have been committed, or by the Board acting through special counsel. Such prosecutions shall be conducted and controlled by the prosecuting officers who institute them, unless they request the aid of other prosecuting officers.

[Additional provisions are contained in the following Sections of said Chapter 218 of the Laws of 1897, to-wit:]

SEC. 7. It shall be the duty of every board of city service commissioners appointed under and in pursuance of the provisions of said chapter 313, of the laws of 1895, to investigate the enforcement of said act and of its rules adopted in accordance with its provisions to carry out the purposes of said act and the action of the examiners in said act provided for, and the conduct and action of the appointees in the official service in its city, and may inquire as to the nature, tenure and compensation of all offices and places in the public service thereof. In the course of such investigations each commissioner shall have power to administer oaths, and said board shall have power to secure by its subpœna both the attendance and testimony of witnesses and the production of books and papers relevant to such investigation.

SEC. 8. Any person who shall be served with a subpœna to appear and testify, or to produce books and papers, issued by the board of city service commissioners in the course of any investigation conducted under the provisions of section 6 [7], of this act, and who shall refuse or neglect to appear and testify or to produce books and papers relevant to such investigation, as commanded in such subpœna, shall be guilty of a misdemeanor, and shall on conviction be punished by fine or imprisonment or both in the discretion of the court, as provided in and by section 19, of the said act hereby amended. The fees of witnesses for attendance and travel shall be the same as the fees of witnesses before the circuit courts of this state, and shall be paid from the appropriation for the expenses of the board. Any circuit court of this state, or any judge thereof, whether in term time or vacation, upon application of the board, may compel the attendance of witnesses, the production of books and papers and giving of testimony before the board by attachment for contempt or otherwise, in the same manner, as the production of evidence may be compelled before said

court. Every person, who, having taken an oath or made affir mation before a commissioner in the course of such an investigation, shall swear or affirm willfully, corruptly and falsely, shall be guilty of perjury, and upon conviction shall be punished accordingly.

SEC. 9. No officer or employe of such city shall discharge, or degrade, or promote, or in any manner change the official rank or compensation of any other officer or employe, or promise or threaten to do so, for giving or withholding any contribution of money or other valuable thing for any party or political purpose, or for refusal or neglect to render any party or political service.

SEC. 10. No applicant for appointment in such official service, either directly or indirectly, shall pay or promise to pay any money or other valuable thing to any person whomsoever, for or on account of his appointment or proposed appointment, and no officer or employe shall pay or promise to pay, either directly or indirectly, to any person any money or other valuable thing whatever for or on account of his promotion.

SEC. 11. No person while holding any office in the government of such city, or any nomination for, or while seeking a nomination for or appointment to, any such office, shall corruptly use, or promise to use, either directly or indirectly, any official authority or influence in the way of conferring upon any person, or in order to secure or aid any person in securing, any office or public employment or any nomination, confirmation, promotion or increase of salary, upon the consideration or condition that the vote or political influence or action of the last named person or any other shall be given or used in behalf of any candidate, officer or party, or upon any other corrupt condition or consideration.

SEC. 12. Any acts and parts of acts conflicting with the provisions hereof are hereby repealed.

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TENTH ANNUAL REPORT

OF THE

BOARD

OF

City Service Commissioners

OF THE

CITY OF MILWAUKEE,

MILWAUKEE, WIS.,
U. S. A.

JANUARY 1, 1905.

MILWAUKEE:
THE EDW. KEOGH PRESS, 347-349 BROADWAY.
1905.

1381709

BOARD OF CITY SERVICE COMMISSIONERS.

President,

EDMUND GRASSLER.

EDMUND GRASSLER, - -	Term expires on the first Monday in July, 1905.
JOHN H. WINDFELDER, - -	Term expires on the first Monday in July, 1906.
FRANK A. KREHLA, - -	Term expires on the first Monday in July, 1907.
WM. W. McINTYRE, - - -	Term expires on the first Monday in July, 1908.

Chief Examiner and Secretary,

J. J. VLACH.

FORMER BOARDS OF CITY SERVICE COMMISSIONERS.

1905.

The following gentlemen were appointed in the month of June, 1895:

JOSHUA STARK, President, - - - -	Term to expire in July, 1899.
CONRAD NIEDERMAN, - - - - -	Term to expire in July, 1898.
CHARLES H. STROHMEYER, - - -	Term to expire in July, 1897.
JAMES CONROY, - - - - - - - -	Term to expire in July, 1896.

1896.

CONRAD NIEDERMAN, President.
JOSHUA STARK.
CHAS. H. STROHMEYER.
EMMONS E. CHAPIN.

1897.

CONRAD NIEDERMAN, President.
JOSHUA STARK.
EMMONS E. CHAPIN.
CHAS. H. STROHMEYER.

1898.

CHAS. H. STROHMEYER, President.
JOSHUA STARK.
EMMONS E. CHAPIN.
*CARL C. JOYS.
EDGAR L. WOOD.

1899.

EMMONS E. CHAPIN, President.
CHAS. H. STROHMEYER.
EDGAR L. WOOD.
ERNEST P. BUTLER.

1900.

EDGAR L. WOOD, President.
CHAS. H. STROHMEYER.
ERNEST P. BUTLER.
GEO. P. ZIEGLER.

1901.

ERNEST P. BUTLER, President.
EDGAR L. WOOD.
**GEO. P. ZIEGLER.
EDMUND GRASSLER.

1902.

ERNEST P. BUTLER, President.
WM. W. McINTYRE.
EDMUND GRASSLER.
JOHN H. WINDFELDER.

1903.

WM. W. McINTYRE, President.
EDMUND GRASSLER.
JOHN H. WINDFELDER.
FRANK A. KREHLA.

* Resigned September, 1898.
** Resigned July 9, 1902.

MILWAUKEE, WIS., January 1, 1905.

Honorable David S. Rose, Mayor, City of Milwaukee:

Complying with Section 13 of the City Civil Service Act, the Board of City Service Commissioners herewith submit to you its Tenth Annual Report for the year ending December 31st, 1904, for transmission to the Common Council.

The annual report of the Chief Examiner and Ex-Officio Secretary of the Board is appended hereto, explaining in full the examinations held and their results; also all promotions, transfers, etc. The department was conducted on a business basis, and economy was practiced in every instance. The Board performed its duties with impartiality, and all the meetings of the Board showed a harmonious working.

The examinations were conducted under the charge of J. J. Vlach, our Chief Examiner and Ex-Officio Secretary of the Board. Mr. Vlach and his assistants, Mr. E. E. Caufy and Miss K. A. Schauble, have given through their strict adherence to their respective duties, great satisfaction to the Board.

Respectfully submitted,

EDMUND GRASSLER,
President.

JOHN H. WINDFELDER,
FRANK A. KREHLA,
WM. W. McINTYRE,
Commissioners.

APPENDIX.

EXHIBIT A.

Rules for the Civil Service

OF THE

CITY OF MILWAUKEE.

DIVISION A.

GENERAL DIRECTIONS AND INFORMATION

FOR BOTH THE

OFFICIAL SERVICE AND LABOR SERVICE.

RULE I.

TITLES, NAMES, PAY-ROLLS, NOTICES OF CHANGES IN SERVICE.

SECTION 1. Every department, sub-department, office, position, etc., in the City Service, shall be known by only one title. Each title shall be applied only to one department, sub-department, class of positions or other category.

SEC. 2. In regard to entries in the City Service made since the Civil Service act went into effect, the sworn applications in the archives of the City Service office shall form the basis of the Civil Lists whenever possible.

SEC. 3. The spelling of the first names and the surnames in all lists and pay-rolls must correspond with those in the applications.

SEC. 4. All officials, including ward superintendents and other heads of sub-departments whose duty it is to write pay-rolls, shall keep a correct transcript of the names of persons employed under them, as stated in the corrected Civil Lists in the City Service office and in the offices of the respective city departments, and write the first names and surnames correctly thereafter on every pay-roll.

SEC. 5. The names of employes of several classes may appear on the same pay-roll; but those of each class must be kept separate from those of every other class, to facilitate control.

SEC. 6. In order that the Civil Lists may be kept correct and complete, every appointing officer or board shall give the City Service office prompt official notice of all changes in their service, including appointments, promotions, transfers, separation from service caused by dismissal, resignation or death, or any other cause, changes of resi-

dence, etc., giving the name, date, position, department and compensation, on forms prescribed by the Board. All such changes in the service (changes of residence excepted) shall be certified to the City Comptroller by the Board, in order that the basis for the Comptroller's audits may be kept complete and that no payments be made in violation of these rules.

SEC. 7. The Board will extend the operation of the rules to classes not yet under the rules as soon as practicable and advantageous to the city; will alter or rescind rules where circumstances make it necessary; will make new rules, and will, from time to time, adopt rulings, definitions and instructions for the Chief Examiner.

RULE II.

CLASSIFICATION.

SECTION 1. The offices and places in the service of the city, coming within the provisions of Chapter 313 of the laws of 1895, shall be classified in two divisions.

The first division shall be known as the OFFICIAL SERVICE.

The second division shall be known as the LABOR SERVICE.

SEC. 2. The OFFICIAL SERVICE shall, as soon as practicable, include the following classes of offices and positions of a more or less permanent character drawing annual or monthly salaries, and such of those drawing wages per diem as require the supervision of the men of a sub-department, ward or district, or the inspection of public work.

Exceptions are indicated in Sec. 6 of the Civil Service Law.

CLASS I. *Medical Service:* All positions, the duties of which require knowledge of the profession of medicine, or some branch thereof.

CLASS II. *Civil Engineering:* All positions, the duties of which require knowledge of the profession of civil engineering or of some branch thereof.

CLASS III. *Clerical Service:* All positions of clerks, messengers, copyists, recorders, stenographers, typewriters, bookkeepers or other similar service, whether paid by the year, month or day, or by the piece, or in any other way.

CLASS IV. *Electrical Service:* All positions, the duties of which require a special knowledge of electricity in some form of its application.

CLASS V. *Mechanical Service:* All positions, the duties of which require a knowledge of steam engines, boilers and other machinery, their care and operation; and all other positions requiring special mechanical knowledge or skill.

CLASS VI. *Inspection Service:* All positions under the Department of Public Works, not included in any other class, the duties of which relate to inspection, whether of work done, material furnished, or other matters.

CLASS VII. *Janitor and Elevator Service:* All positions connected with the care and operation of public buildings.

CLASS VIII. *Library and Museum Service:* All positions connected with the administration of the Public Library and Public Museum.

CLASS IX. *Bridge Tenders.*

CLASS X. *Service in the Nature of Police Service,* including the positions of Harbor Master, Sanitary Inspectors, Park Police, Watchmen and other similar positions.

CLASS XI. *Superintendents or Foremen of Labor* officially designated by those titles.

CLASS XII. *Miscellaneous Service:* All offices and places of employment coming under the provisions of these rules, whatever the character and designation of the same may be, which are not included in any of the foregoing classes or in the Labor Service.

SEC. 3. The classes of the OFFICIAL SERVICE shall be graded according to the compensation as follows:

1st Grade—Compensation at the rate of less than $600 per year.
2nd Grade—Compensation at $600 or more, and less than $800.
3rd Grade—Compensation at $800 or more, and less than $1,000.
4th Grade—Compensation at $1,000 or more, and less than $1,200.
5th Grade—Compensation at $1,200 or more, and less than $1,500.
6th Grade—Compensation at $1,500 or more, and less than $1,800.
7th Grade—Compensation at $1,800 or more, and less than $2,100.
8th Grade—Compensation at $2,100 or more, and less than $2,500.

9th Grade—Compensation at $2,500 or more.

SEC. 4. The LABOR SERVICE shall include all common laborers and skilled laborers, or other employes, not included in the Official Service as above defined, in Sec. 2 of Rule II.

SEC. 5. CIVIL LISTS: Two lists, to be known as the Civil Lists of the city shall be kept in the office of the Board.

One of them shall contain the name of every person employed in and receiving compensation in the Official Service under the Civil Service rules, and shall be called "OFFICIAL CIVIL LIST."

The other shall contain the name of every person employed and receiving compensation in the Labor Service under Civil Service rules and shall be called "LABOR CIVIL LIST."

Besides the names of officers and employes, they shall exhibit the titles of their offices or positions; the compensation attached thereto, the application number, if appointed since the Civil Service act went into effect; the department or sub-department in which employed, the date or dates of certification; the date of appointment, if known; the last previous position, if any, filled in the City Service; the date of promotion or transfer, if promoted or transferred; to what position promoted or transferred, if any; the date of termination of employment, and the cause of termination of employment.

RULE III.

QUALIFICATIONS, APPLICATION AND REGISTRATION.

SECTION 1. Applicants for appointment in the service of the city must be citizens of the United States, of full age, and must have resided in the city not less than three years next preceding the date of their application.

Residence in territory annexed to the City of Milwaukee for three years immediately previous to such annexation and application shall be deemed equivalent to residence in said city, within the meaning of this rule.

SEC. 2. Every application must be in writing, signed by the applicant, and made under oath or affirmation before an officer authorized by law to administer oaths.

SEC. 3. Every application must be made in the form prescribed by the Board, at proper office hours.

SEC. 4. All applicants must furnish with their applications satisfactory proofs that they are persons of good moral character, of correct and orderly deportment, and of temperate and industrious habits.

SEC. 5. Every application must be accompanied by the certificates of not less than three reputable citizens of Milwaukee, freeholders therein, not holding any city, county or state office, each certifying that he has been personally acquainted with the applicant for at least three years last past, and believes him to be of good moral character, of correct and orderly deportment, of temperate and industrious habits, and in all respects fit for the service he wishes to enter, and that such citizen is willing that his certificate shall be made public.

Additional certificates may be required in any case in the discretion of the Board.

SEC. 6. Any false statement knowingly made by any applicant in his application for admission to any examination, or made at his request or with his knowledge, in any certificate which may accompany his application, or any other fraudulent conduct, shall be regarded as good cause for excluding him from such examination or for removing his name from any register or eligible list.

SEC. 7. No application will be accepted from any person habitually using intoxicating liquors to excess, or from any person who has been convicted of any offense against the laws of this or any other state, or of the United States.

SEC. 8. Defective applications will be returned to applicants, if the defects are detected before registry, and an opportunity given them to correct the same.

SEC. 9. Whenever any application shows that the applicant is not qualified under these rules and regulations, such application will be rejected, and the applicant notified of the reason therefor.

SEC. 10. The date of the reception of each accepted application shall be endorsed thereon, the application filed in the office of the Board, and the name of the applicant entered upon an application register.

SEC. 11. CITIZENSHIP: The written statement of an applicant of

legal age, upon his oath or affirmation, that he was born at a certain specified place in the United States.

Or that he served in the Union army or navy during the late war of the rebellion and was honorably discharged;

Or that his father became a full citizen while the applicant was a minor;

Shall be considered sufficient proof of his citizenship to make his application acceptable, unless circumstances cause doubts as to the truthfulness of such statement, or as to the facts involved, in which case additional proof may be required.

Naturalized citizens must produce for inspection by the Chief Examiner their certificates of naturalization.

SEC. 12. In case of loss of "citizen papers' or the "honorable discharge," by fire or otherwise, any one of the following proofs will be accepted, supplementing the affidavit of the applicant in question:

A. Certifications from the records of the court where the papers were originally issued, or of the War Department.

B. The affidavit of a citizen of the United States and freeholder of at least five years' residence in Milwaukee, to the effect that he knows the said applicant to have been in possession of his "second naturalization paper" at or about a certain time.

C. The affidavit of a citizen of the United States and freeholder of at least five years' residence, or the certificate of the clerk of any court of record under the seal of said court, to the effect that the said applicant has served as a juror in said court.

D. In the case of a Union Veteran, the affidavit of one of his comrades-in-arms that he knows him to have served in the United States army or navy and to have had an honorable discharge from that service.

SEC. 13. Satisfactory information at any time produced to the Board, either before or after examination, of the bad character or dissolute habits of any applicant, or of any criminal or disreputable act or conduct of such applicant, or of his dismissal for good cause from any branch of public service, shall be sufficient to exclude him from examination or to remove his name from any eligible list.

SEC. 14. Persons whose names have been stricken from any regis-

er or eligible list, shall not be permitted to make a new application within one year thereafter.

SEC. 15. The Board will make such regulations as they deem necessary to identify the registered applicants and to preserve a record of their conduct.

RULE IV.

EXAMINATIONS AND ELIGIBLE LISTS.

SECTION 1. The names of those whose applications have been received and filed will be admitted to examinations as hereinafter prescribed.

SEC. 2. Applicants who pass their examinations satisfactorily shall be registered in the eligible lists of their respective classes according to the rules.

SEC. 3. When an applicant having the necessary qualifications for the position sought, in the judgment of the Board, merits special recognition for extraordinary services rendered to the city, the State of Wisconsin or the United States, or for other sufficient reasons, the Board may advance his standing upon the eligible lists on the ground of character and experience. The reasons for such action shall be recorded in the proceedings.

SEC. 4. If an applicant on any eligible list is appointed to a temporary position, he shall resume his standing on the eligible list after the termination of the temporary employment.

SEC. 5. The names of applicants

Who, for sufficient reasons are not admitted to an examination, or

Who do not respond to a call for examination, or for correction of papers, or

Who report for examination, but do not complete the same, or

Who do not attain the required minimum rating at any examination,

Shall be stricken from the registers.

SEC. 6. If any applicant whose name is on the eligible list refuses or neglects to accept a place offered him upon proper appointment, his name shall be stricken from the said eligible list, unless he gives

reasons satisfactory to the Board for continuing him on the list, notwithstanding such refusal.

SEC. 7. Eligible lists are to continue in force for one year from the date of their declaration, except as provided by Section 8.

SEC. 8. The Board may, at any time, by resolution, discontinue any eligible list, or continue any eligible list in force for a second year, or for a shorter or a longer period of time.

SEC. 9. The Secretary may from time to time require eligibles to declare whether they wish to have their names retained upon the respective eligible lists. If they answer in the negative or do not respond within ten days, their names shall be expunged therefrom.

SEC. 10. Any applicant whose name shall have been placed upon the proper eligible list, and who shall thereafter have been employed in the City Service under these rules and temporarily laid off or granted leave of absence, will not again be required to make application for employment, but his name shall remain upon the proper Civil List until removed therefrom by the Board for cause.

RULE V.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Except in cases hereinafter mentioned, whenever there is a vacancy to be filled in any position in the City Service subject to these rules, the appointing officer or board shall make written requisition in duplicate upon this Board, on the blank forms prescribed by the same, for the names of persons eligible for appointment to such position.

SEC. 2. In order to allow the appointing power a limited selection, the Chief Examiner shall, after receiving the requisition, certify the following number of names from the head of the pertinent eligible list:

For 1 or 2 appointments, 2 names more than the required number shall be certified.

For 3 or 4 appointments, 3 names more than the required number shall be certified.

For 5 to 7 appointments, 4 names more than the required number shall be certified.

For 8 to 11 appointments, 5 names more than the required number shall be certified.

For 12 to 16 appointments, 6 names more than the required number shall be certified.

For 17 to 30 appointments, 7 names more than the required number shall be certified.

For more than 30 appointments, approximately 1½ times the number required shall be certified.

In case the requisition shall specify the female sex, persons of that sex may be certified; otherwise persons of the male sex alone will be certified.

SEC. 3. Whenever the Board is notified, in and by the requisition, that any position to be filled requires special skill and proficiency in a particular branch of industry, art or service, they may direct the Chief Examiner to certify the proper number of names of persons having the highest standing among those proficient in such special branch.

SEC. 4. The appointing officer or Board may select the required number of names from those certified to him.

In all cases where the names of such appointees are not the first of the names certified, the officer or board making the appointments shall notify the Board in writing of the reason for such action.

SEC. 5. No appointment to any office, or place, subject to the provisions of Chapter 313 of the laws of 1895, and to the provisions of these rules, shall be made except in the manner required by these rules.

SEC. 6. Temporary exceptions may be made in cases of emergency where the public business would suffer otherwise from delay. No such appointment for an emergency shall continue for more than ten days, except with the express consent of the Board.

In every case the officer making such temporary appointment shall immediately report the same with a statement of the reason therefor, and of the time for which he deems such appointment necessary.

Such temporary appointment may be suspended by the Board, if, in its judgment, no satisfactory reason existed for making the same.

DIVISION B.

Special Rules for the Government of the Official Service.

RULE VI.

SPECIAL QUALIFICATIONS OF APPLICANTS.

SECTION 1. Where, in the opinion of the Board, special qualifications are required, and the appointing officer requests, in writing, that the examination for any position in the Official Service be open to persons who are not citizens or residents, or not of full age, the Board may grant such exceptions if it approves of the reasons given.

SEC. 2. When, in the judgment of the Board, the public service will be benefited thereby, examinations for positions in the Official Service may be open to persons of either sex who are 18 years of age and upwards, who otherwise possess the qualifications prescribed by these rules.

RULE VII.

APPLICATIONS.

SECTION 1. Application for admission to any examination in the Official Service may be made at proper office hours, subject, however, to the restriction that it must be filed with the Chief Examiner at least three days before the day fixed for the examination, and to other restrictions herein mentioned, or published by the Board from time to time.

SEC. 2. Each application must contain a statement under oath or affirmation, and in the applicant's own handwriting, showing the following facts:

(1.) Position for which application is made.
(2.) Full name, residence and postoffice address.
(3.) Citizenship.
(4.) Place and date of birth.
(5.) Period of residence in Milwaukee.

(6.) In the case of Ward Superintendents and Assessors, period of residence in the ward.

(7.) Condition of health and physical capacity for the public service.

(8.) Previous employment in the public service.

(9.) Business or employment and residence for the previous five years.

(10.) Names, occupation and residence of all persons in whose employ the applicant has been during the next preceding five years.

(11.) Character and extent of applicant's education.

(12.) That the applicant is not in the habit of using intoxicating liquors to excess.

(13.) That he has not been convicted of any offense against the laws of this or any other State or of the United States.

(14.) Whether married or single, and, in the former case, the number and age of members of the family dependent upon his or her support.

(15.) Such other information as may reasonably be required touching applicant's fitness for the public service.

SEC. 3. Applicants for the positions of Ward Superintendents and Assessors must have been residents not less than six months in the ward in which their duties are to be performed.

SEC. 4. No application for the position of bridge tender shall be received from any man who has not attained the age of thirty (30) years.

SEC. 5. The Chief Examiner will give to each applicant, by mail, at least two days' previous notice of the time and place of examination.

Applicants must produce this notice at the place of examination, where it will be taken up by the Chief Examiner or other person in charge of the examination.

RULE VIII.

EXAMINATIONS.

SECTION 1. Examinations for the OFFICIAL SERVICE shall be open to all persons possessing the qualifications required by law and

by these rules to entitle them to the same, and who have made due application in the form required by these rules.

SEC. 2. Examinations shall be held at such times and places as the Board shall from time to time designate.

SEC. 3. No visitors shall be admitted during examinations, except by special permission of the Chief Examiner or the Board.

SEC. 4. The subjects of examination shall be designated from time to time by the Board.

SEC. 5. The relative weight to be attached to each subject at each examination shall have regard to the importance of such a subject as a test of fitness for the particular position to which such examination relates.

SEC. 6. No person shall be entitled to a place upon an eligible list whose average standing upon a just grading in the examination, taking into consideration the relative weight given to the different subjects covered by the examination and to character and experience, shall be less than seventy-five per cent. of complete proficiency.

SEC. 7. The examinations shall be carried on under the supervision of the Chief Examiner, and shall be conducted by him personally whenever practicable.

SEC. 8. In any case where technical or special knowledge or skill is required as a qualification for the position sought, the Board may designate any suitable person or persons possessing the necessary qualifications to conduct or assist in such examination.

SEC. 9. An applicant whose name is on an eligible list may take a new examination for the same position before or after his term of eligibility has expired.

SEC. 10. Every applicant present at any examination shall conform to the following instructions:

(1.) Sign your full name upon the identification sheet (Form 4), place it in the small, blue identification envelope, and seal immediately.

(2.) Do not write your name anywhere else while in the examination room.

(3.) Write your answers to Division I on the paper marked Division I, those to Division II on the paper marked Division II, etc.

(4.) Do not copy the questions on the answer sheets.

(5.) Mark each answer with the same number or letter by which the corresponding question is marked on the question sheet.

(6.) Give all calculations in full. Do not use odd paper to multiply or divide, but write all the figures that you have to use on the answer sheet. Should you detect mistakes in your figuring, cross out the wrong work and commence once more. A mistake corrected will not lower your standing.

(7.) Do not write beyond the red line on the right. This space is needed for the marking of your answers.

(8.) No applicant is permitted during any examination, in any manner whatever, to give assistance to any other applicant, or to receive assistance from any person whatever, or to communicate with any person or to leave the room without a guard provided by the Chief Examiner or his assistant.

(9.) A violation of these rules or instructions may exclude the offender from the examination and from all registers of the City Service Department.

SEC. 11. The papers of each applicant shall be marked and graded under his examination number.

SEC. 12. The identification envelope shall not be opened unless by special direction of the Board or its President, until such marking and grading have been passed upon by the Board.

After the grading is finished, the envelopes shall be opened for the purpose of ascertaining the names of the successful applicants and determining their positions upon the proper eligible list.

Whenever in the opinion of the President, it is necessary to obtain further information regarding the character, experience or other antecedents and qualifications of the competitors, or any one of them, before the Board meets to determine the final grading, he may authorize the Chief Examiner to open the identification envelopes for the purposes of obtaining the needed addresses and references.

SEC. 13. The examination and marking of every applicant examined shall be open to inspection by such applicant.

SEC. 14. The examination papers with marking and final rating of any applicant certified for appointment may be exhibited to the respective appointing officer at the office of this Board and in the presence of the Chief Examiner.

RULE IX.

ELIGIBLE LISTS.

SECTION 1. The names of those applicants who have attained a standing of seventy-five per cent. and over at any examination shall be placed in the order of their relative standing upon a register called "eligible list."

SEC. 2. The Board may consolidate two or more eligible lists of the same kind by rearranging all the eligibles named therein according to their standing.

SEC. 3. When an applicant has been appointed to a position in the official service, his name shall be stricken from that eligible list from which he was certified.

SEC. 4. An applicant registered in any eligible list, whose appointment is rejected by the appointing officer or board, for reasons reported to the Board, may be retained on said list, unless he or she shall be thus rejected three times.

Such repeated rejection shall be sufficient cause for removing the name of such person from the eligible list.

RULE X.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Whenever an appointing board or officer shall make a requisition upon this Board for names of eligibles for appointment, the Chief Examiner shall certify to such board or officer for the vacancy or vacancies to be filled, as many names of persons highest in standing upon the proper eligible list in the order of such standing, as fixed by Rule V.

SEC. 2. In case any office or employment requires such special qualifications that the Board is unable to comply with the requisition made with a view to an appointment to that office, they may in their discretion allow a provisional appointment to be made, subject to their approval, and to continue in force only until a proper eligible list can be obtained by examination, or until further action by the Board.

In other cases, if there be no eligible list, and a prompt appointment be required, the Board may authorize the appointing officer to

select a suitable person possessing the general qualifications required of all applicants. Such person shall be subjected by the Board to a non-competitive examination, and if found qualified shall be certified for appointment.

Whenever practicable, however, a competitive examination of applicants shall be held for every office.

RULE XI.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person holding a position in the Official Service may be transferred to another position of the same class and grade, in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such transfer shall be desirable.

SEC. 2. Any person holding a position in the Official Service may be promoted to a higher grade of the same or a similar class, in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such promotion shall be for the best interest of the service.

SEC. 3. All transfers and promotions shall be subject to approval by the Board.

RULE XII.

INSPECTORS OF WORK DONE UNDER CONTRACT.

SECTION 1. No applicant shall be certified for the position of inspector of any work to be done under contract who is not a practical and experienced workman in the branch of work over which he seeks to be made an inspector.

SEC. 2. In the case of applicants who have heretofore been employed by the city in such positions, the head of the department under which such former employment was had will be called upon for full reports as to the past record of such applicants for faithfulness, competency and efficiency, and such reports shall be made in writing. Great weight will be given to such reports.

SEC. 3. Any applicant for the position of inspector of work to be done under contract, whose name shall have been placed on the proper eligible list, and who shall thereafter have received an appointment to such a position, will not again be required to make an application to the Board of City Service Commissioners; but his name shall remain upon the proper eligible list until removed therefrom by the Board for cause.

SEC. 4. Whenever any new public work is to be commenced, the inspector having the highest standing among the unemployed individuals of the eligible list of his class shall have preference, and each one shall at all times be reassigned to work in the order of his rating.

SEC. 5. But if not appointed to such position, no applicant's name shall be retained upon such eligible list for more than one year, unless he shall so request in writing and his request granted by the Board.

In case he so request, his name may be continued upon such eligible list, at the discretion of the Board, for a second year, or a shorter period of time, subject, however, to be removed therefrom at any time for cause in accordance with these rules.

DIVISION C.

Special Rules for the Government of the Labor Service.

RULE XIII.

QUALIFICATIONS OF APPLICANTS.

SECTION 1. On the written request of an appointing officer or board in any department, the Board may direct that employment in any designated branch of the Labor Service in such department shall be open to minors, not, however, less than fifteen years of age.

SEC. 2. Skilled mechanics must have served not less than four years as journeymen at their respective trades.

RULE XIV.

APPLICATIONS.

SECTION 1. When the applications for work in any branch of the Labor Service are, in the opinion of the Board, sufficient in number to meet all probable demands for a period of six months or more, registration in that branch shall be suspended until again ordered by the Board.

SEC. 2. Each application shall show the following facts:

(1.) That the applicant desires employment in the Labor Service of the city. If the applicant is a skilled laborer, he will specify in what particular line of work he desires to be employed, and any important specialty of his trade in which he excels.

(2.) The full name, residence and postoffice address of the applicant.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) Period of residence in the ward in which the applicant resides.

(7.) Condition of health and physical capacity for the public service.

(8.) What, if any, employment in the public service the applicant has had.

(9.) The business or employment and the residence of the applicant for the previous five years.

(10.) The name, occupation and address of the applicant's present employer, and the name, occupation and address of the applicant's last employer, the position he held and the reason why he left this position.

(11.) The character and extent of the applicant's education.

(12.) Whether the application is in the applicant's own handwriting.

(13.) If not, the name of the person who wrote it for him.

(14.) That the applicant is not in the habit of using intoxicating liquars to excess.

(15.) That he has not been convicted of any crime against the laws of this or any other state or of the United States.

(16.) Whether married or single, and in the former
and age of members of the family dependent upon his or l

(17.) Such information as may be required by the B
the applicant's fitness for the public service.

SEC. 3. If the applicant is not able to sign his name
his mark, which must in that case be witnessed by th
filled out the application for him.

SEC. 4. For any service other than common laborer
will be required to produce a certificate from some com
or persons, in the same trade or occupation, of the app
to do the special kind of work in which he desires to be e

RULE XV.

EXAMINATIONS.

SECTION 1. Upon the return of the application b
filled out and signed by the applicant with his name or r
with the required certificates as to character, sobriety,
fitness, duly filled out and executed, the Chief Examine
the application in the order of its receipt, and either
applicant forthwith, or notify the applicant of the time
his examination.

SEC. 2. At the time and place so specified, the m
Board, the Chief Examiner, or such persons as may be s
Board, shall in such manner as the Board may prescribe,
regarding the age, residence, citizenship, character, phys
family, means, schooling, previous occupation, experien
each applicant, and ascertain and determine whether he i
the employment sought.

SEC. 3. No educational test will be required for com

SEC. 4. Before entering the name of any applicant
list, such further inquiry may be made in regard to his
capacity as the Board may deem practicable and expedi

SEC. 5. Each applicant shall receive a marking an
upon the qualifications shown by his examination and b
presented of his character and fitness for the employmen

RULE XVI.

REGISTRATION AND ELIGIBLE LISTS.

SECTION 1. Registers shall be kept in the office of the Board for each trade and the different branches of labor in the City Service.

SEC. 2. Applicants for common or skilled labor who have been found by the Board to be qualified for the employment sought shall be entered upon the appropriate eligible lists in the order of rating fixed by the Board.

Those of the same class having equal rating shall be arranged as nearly as may be in the order of the dates of their examination.

SEC. 3. Excellence in any specialty of any class of labor or trade shall be indicated in the pertinent registers and eligible lists opposite the names of the applicants.

SEC. 4. An applicant registered in any eligible list of the Labor Service, whose appointment is rejected by the appointing officer or board, may be retained on said list, unless thus rejected by the appointing power twice.

SEC. 5. When the eligible list of any ward is exhausted, the certifications may be made from the eligible lists of other wards.

RULE XVII.

REQUISITION, CERTIFICATION AND EMPLOYMENT.

SECTION 1. When the services of laborers are required, the appointing officer or board shall notify the Board, stating the number needed, and the particular kind of labor for which they are needed, with the compensation.

SEC. 2. The Board shall thereupon certify to the appointing officer or board the names and residences of the number of men called for, and as many more as required by Section 2 of Rule V.

SEC. 3. In the case of unskilled labor to be performed under the supervision of the Ward Superintendents, the names certified shall be those of persons who have been for six months next preceding residents of the ward in which the labor is to be performed.

RULE XVIII.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person employed in any department of the Labor Service may be transferred to similar work in any other department of the Labor Service, or promoted to similar work in any other department of the Labor Service or to similar work in the Official Service in the same department, subject to the approval of the Board.

SEC. 2. Immediate notice of such transfer or promotion shall be given to the Board by the head of the department to which the employe is transferred, and such change, if approved by the Board, shall be certified to the Comptroller.

SEC. 3. Common and skilled laborers employed in any subdivision of public work which is divided into districts, and whose work requires special training, as in the sewerage sub-departments, water works and park service, may be entered in the Civil List under the general heading for such subdivision, with the needed sub-headings for each district; and they may be transferred in their respective sub-divisions from one district to another and re-transferred without formal notice to this Board from the appointing power.

This rule does not apply to the common laborers under Ward Superintendents.

EXHIBIT B.

REPORT

OF THE

Chief Examiner and Secretary

TO THE

BOARD OF CITY SERVICE COMMISSIONERS

OF THE

CITY OF MILWAUKEE.

JANUARY 1, 1905.

REPORT

OF THE

CHIEF EXAMINER AND SECRETARY.

MILWAUKEE, WIS., March 1, 1905.

To the Honorable the Board of City Service Commissioners:

GENTLEMEN—In compliance with the provisions of the Civil Service Law of this State, I have the honor to herewith submit to your Honorable Body the Tenth Annual Report, covering the period from January 1, 1904, to December 31, 1904.

Upon the expiration of his term of office, in July last, Commissioner Wm. W. McIntyre was re-appointed, and qualified and entered upon his duties under his new commission. There has therefore been no change in the personnel of the Commission during the year.

During the year 1904, twenty competitive examinations were held for twenty-two different classes of the official service. 292 applicants were summoned by mail for examination; 235, or 80 per cent. appeared; 226, or 96 per cent. of those who appeared finished the examination; 139 passed the examination, which is equal to 59 per cent. of those who appeared and 62 per cent. of those who finished the examination.

In all these examinations every effort has been made to carry out the letter and spirit of the law. which directs that all examinations shall be practical and shall fairly test the relative fitness of the candidates.

Labor applicants are not subjected to written examinations, their applications being entered upon the labor eligible list at the date of filing. Skilled laborers are required to furnish written information as to their proficiency and skill in their respective trade.

In preparing questions my chief aim always was to gauge the applicants' skill, fitness, general intelligence and education. Having demon-

strated his ability to answer these questions the applicant is placed on the respective eligible list.

Many examinations have had to be repeated during the year on account of the small number of applicants.

As in previous years in all examinations of a technical nature, people trained in the line of work were called into service in preparing questions and marking the papers. These gentlemen have all done their work in a thorough and conscientious manner and their assistance and services, rendered in most cases gratis, have been a great value to the Board and to the City.

In the conduct of examinations I have exercised the greatest impartiality and tried my very best to perform my official duties justly and honestly, and if at any time an error was committed—and who is infallible—it was accidental and not intentional.

During the year I have received numerous inquiries from different cities of our Union, concerning the workings of the Civil Service in this city. All such letters were promptly and cheerfully answered.

There have been no changes made in the Civil Service Rules during the year.

In my last annual report I have recommended the amendment of certain sections of the Civil Service Law, and the Board, recognizing the merit of my suggestions, endorsed said amendments, and requested State Senator Hon. J. E. Roehr to introduce same in the legislature now in session at Madison, which he did. I undertake to say that said amendments, now pending before the legislature, be enacted into law, the Civil Service Laws of this city will be second to none. The work of the Board would then be rendered more dignified and more effective.

It is gratifying to note that the reform movement is rapidly spreading all over the Union, our own state not excepted, gaining friends, adherents and advocates everywhere. In the states of New York and Massachusetts, the merit system includes practically all non-elective salaried positions. In Indiana it includes all employes in state hospitals and state institutions. In Idaho it includes all state charitable and penal institutions. As to the municipalities, we find that in Massachusetts it includes almost every city; in Connecticut, the City of New

Haven; in New York all the large cities and most of the smaller ones; in Pennsylvania the city of Philadelphia; in Illinois the cities of Chicago and Evanston; in Wisconsin the city of Milwaukee; in California the cities of San Francisco and Los Angeles; in the state of Washington the city of Seattle; in Tennessee the city of Memphis; in Texas the city of Galveston. In these places the merit system of appointment applies to almost all appointive positions, and, it may be added, that the same system is used for certain classes of employes in our state in the cities of La Crosse, Sheboygan, Superior, Janesville and Fond du Lac.

The Federal Civil Service Commission, in its twenty-first annual report, says that the number of competitive positions has increased during the past year from 135,453 to 154,093; and that the number of persons examined was 133,069, an increase of fifteen per cent. over the previous year, and that the number of appointed was 50,830, an increase of twenty per cent.

It must be confessed that many of those who only a few years ago have been the most bitter and inveterate enemies of the merit system, can to-day be found in the foremost ranks of its warmest advocates. Whenever Civil Service Reform has been inaugurated, great improvement is noticeable in the public service. "Merit and fitness," and not political "pull," are the fundamental principles of Civil Service.

That the people of this country, without regard to political views, look with favor upon the merit system, is best evidenced by the fact that at our last national election both of the great parties pledged themselves in their political platforms to further, promote and safeguard the movement, and it is to be hoped that the party in power will faithfully carry out its promise.

That the reform movement is gaining ground, even in our own state, is manifest by the organization of a State Civil Service League, recently organized in the city of Milwaukee, with the chief aim in view to further the movement of state civil service. A bill creating State Civil Service has been introduced into the Assembly now in session by Assemblyman Warner, and if the same is successfully enacted into law, and indications are that it will, the spoils system in Wisconsin

will be a thing of the past, and in the future all state employes come under the civil service.

In our own municipality the merit system is past the state o periment. It has been in vogue here for the last ten years and pr very efficient and satisfactory in every respect, the many false vicious insinuations and attacks of its enemies notwithstanding.

I do not claim that the local system is peerless and ideally pe but I do say, that if the law be amended as stated heretofore, Milwa will have one of the best civil service in the country.

As usual the Commission has practiced strict economy, and expenses of the office have been kept well within the appropria as shown by the following financial statement:

FINANCIAL STATEMENT FOR THE YEAR.

From January 1 to December 31, 1904.

CIVIL SERVICE FUND:		
Appropriation for 1904	$4,000 00	
Total balance City Treasurer's office Dec. 31, 1903	104 16	
DISBURSEMENTS:		
Printing annual report and blank forms		$2
Stationery		
Office fixtures and furniture		
Telephone service		
Advertising examinations		
Postage		
Newspaper subscriptions		
Court expenses		1
Salaries		3,
Balance on hand Dec. 31, 1904		
	$4,104 16	$4,

STATISTICS OF APPLICANTS

FOR THE

OFFICIAL SERVICE.

January 1, 1904, to December 31, 1904, inclusive.

A.	Total number of applicants	467
B.	Dropped for non-appearance or other reasons	67
C.	Examined during above period	235
D.	Not yet examined, awaiting examination	344
E.	Married	288
F.	Single	179
G.	Native born	338
H.	Foreign born	129
I.	Veterans	2
J.	Women	30
K.	Average age	34½ years.

NATIVITY OF 467 OFFICIAL APPLICANTS.

NATIVE BORN.

Milwaukee	179	Iowa	3
Wisconsin (exclusive Milwaukee)	79	Kentucky	3
New York	16	Nebraska	3
Illinois	15	New Jersey	3
Michigan	10	Missouri	2
Ohio	10	Connecticut	1
Massachusetts	4	Minnesota	1
Pennsylvania	4	Texas	1
Vermont	4		338

FOREIGN BORN.

Germany	76	Holland	3
Austria-Hungary	13	Canada	2
Poland	7	Malta	2
Ireland	5	Sweden	2
Norway	5	Switzerland	2
England	4	Russia	1
Scotland	4		
Bohemia	3		129

Total, 467.

About 28% foreign born.

(In giving percentages in statistical tables fractions are omitted.)

RESIDENCE IN UNITED STATES.

No. of Applicants.	Years.	No. of Applicants.	Years.
3	6 to 10	44	41 to 45
13	11 to 15	24	46 to 50
64	16 to 20	13	51 to 55
121	21 to 25	8	56 to 60
61	26 to 30	3	61 to 65
52	31 to 35	——	
61	36 to 40	467	

AGE OF APPLICANTS.

No. of Applicants.	Years.	No. of Applicants.	Yea
34	16 to 20	45	46 to
95	21 to 25	25	51 to
65	26 to 30	17	56 to
55	31 to 35	8	61 to
62	36 to 40	——	
61	41 to 45	467	

EXAMINATIONS IN THE OFFICIAL SERVICE
During the Year 1904.

Date of Examination.	Position Sought.	Applicants invited to appear.	Applicants appeared.	Did not finish.	Finished.	Highest rating.	Lowest rating.	Failed.	Passed.
1904.									
Jan. 19....	Bridge Superintendent.....	2	2	...	2	77.800	69.725	1	1
Feb. 2....	Hydrant Inspector.....	62	34	1	33	94.966	57.416	18	15
Feb. 24....	House Drain Inspector.....	3	2	...	2	99.650	56.200	1	1
Mch. 4....	Tax Assessor.....	10	7	...	7	97.068	75.710	...	7
Apr. 14....	Elevator Operator.....	22	20	2	18	95.850	44.100	8	10
Apr. 28....	Library Assistant.....	21	21	...	21	98.500	45.858	6	15
May 17....	Janitor First Class.....	26	24	1	23	97.700	78.699	1	22
May 17....	Janitor Second Class.....					97.200	57.699		
June 14....	Brick and Pipe Sewer Inspector	14	12	1	11	88.966	13.950	4	7
June 24 & 25	Stenographer-Typewriter.....	12	8	2	6	92.370	76.696	...	6
July 15....	Park Police.....	21	16	...	16	96.668	67.888	3	13
July 26....	Assistant Building Inspector...	5	5	1	4	75.493	62.576	3	1
Sept. 14....	Ward Superintendent.....	9	9	1	8	80.977	62.975	3	5
Sept. 21....	Fireman Stationary Engines...	25	18	...	18	97.550	57.400	6	12
Oct. 5....	Superintendent Natatoria....	13	9	...	9	95.300	92.650	2	7
Oct. 5....	Asst. Superintend't Natatoria					94.100	55.150		
Oct. 12....	Messenger.....	7	6	...	6	98.150	72.800	1	5
Oct. 20....	Assistant Building Inspector...	4	3	...	3	46.842	40.807	3	...
Nov. 15....	Matron of City Hospitals.....	1	...	...	...	.....	.....	...	...
Nov.	Assistant Building Inspector...	10	9	...	9	92.833	57.166	6	3
Nov. 29....	Museum Attendant.....	4	4	...	4	79.210	45.520	3	1
Dec. 12....	Engineer.....	21	26	...	26	85.766	83.283	18	8
Dec. 12....	Assistant Engineer.....					80.266	37.883		
		292	235	9	226	99.650	13.950	87	139

PERCENTAGES ATTAINED BY APPLICANTS WHO FINISHED THE EXAMINATION.

14	applicants attained.....	95 to 100%
31	applicants attained.....	90 to 95%
33	applicants attained.....	85 to 90%
25	applicants attained.....	80 to 85%
36	applicants attained.....	75 to 80%
87	applicants attained less than.....	75%
226		

During the year 1904, 292 applicants were called by mail for examination; 235, or 80 per cent., appeared; 226, or 96 per cent. of those who appeared, finished the examination; 139 passed the examination successfully, which is equal to 48 per cent of those called, 59 per cent. of those who appeared, and 62 per cent. of those who finished the examination.

NATIVITY OF OFFICIAL ELIGIBLES.

December 31, 1904.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	175	Germany	58
Wisconsin (exclusive Milwaukee)	86	Scotland	8
New York	16	Austria-Hungary	6
Illinois	10	England	1
Ohio	7	Ireland	
Michigan	4	Bohemia	
Minnesota	3	Denmark	
Indiana	2	Norway	
Kansas	2	Sweden	
Massachusetts	2	Switzerland	
Missouri	2	Canada	
Nebraska	2		
California	1		
Iowa	1		
Maine	1		
New Jersey	1		
Pennsylvania	1		
Vermont	1		
U. S. (state not given)	1		
	318		

Total, 415.

77% Native Born. 23% Foreign Born.

APPOINTMENTS IN THE OFFICIAL SERVICE.

During the Year 1904.

o Take effect.	Name.	Position.
1904.	BUILDING INSPECTOR'S DEPARTMENT.	
t. 4....	Wm. F. Ludwig.....	Assistant Building Inspector.
c. 16....	Robt. F. Prengel.....	Assistant Building Inspector.
	CITY ENGINEER'S DEPARTMENT.	
ıe 1....	Harry L. Richardson...	Assistant Draughtsman.
	METER AND DISTRIBUTION SUBDEPARTMENT.	
1....	Ernst H. Noack.....	Hydrant Inspector.
1....	Wm. Jensch.....	Hydrant Inspector.
1....	John S. Gasper.....	Messenger.
	HEALTH DEPARTMENT.	
7.	John J. Houlehan.....	Sanitary Inspector.
	PUBLIC LIBRARY DEPARTMENT.	
28....	Mary E. Lynch.....	Substitute Assistant.
31....	Blanche E. Hussey.....	Substitute Assistant.
31....	Ella M. Caldwell.....	Substitute Assistant.
31....	Mignotte H. Meinecke..	Substitute Assistant.
31....	Frieda A. L. Wohlrab...	Substitute Assistant.
	PUBLIC LIBRARY AND MUSEUM, Jointly.	
7....	G. P. Puttler.....	Fireman.
	PUBLIC WORKS DEPARTMENT.	
8....	James A. Skiba.....	Clerk.
t. 19....	Matthew L. Steinbach..	Clerk.
ıe 1....	Henry F. Heidtmann....	Superintendent Tenth Ward.
1....	John H. Hartkoff.....	Supt. North Side Natatorium.
1....	Wm. F. Frey.....	Asst. Supt. North Side Natatorium.
y 23....	Frank A. Windfelder...	Bridge Tender.
y 23....	Alfred H. Putnam.....	Bridge Tender.
y 23....	Andrew Brunhardt.....	Bridge Tender.
ıe 1....	Charles Sprague.....	Bridge Tender.
h. 1....	Oscar Doepke.....	Fireman at City Hall.
1....	Cornelius Johnson.....	Fireman at City Hall.
1....	Ernest C. Demin.....	Fireman at City Hall.
	SEWER SUBDEPARTMENT.	
1....	John C. Jackowski.....	House Drain Inspector.

APPOINTMENTS IN THE OFFICIAL SERVICE—Continued.

During the Year 1904.

To Take Effect.	Name.	Position.
	SCHOOL DEPARTMENT.	
Feb. 15....	John C. Krause.....	Janitor 2nd Dist. Primary School.
Mch. 1....	Albert Kamrath.....	Janitor 6th Dist. School No. 2.
Mch. 28....	Robt. T. Gemoll.....	Janitor 8th Dist. Primary No. 2.
Jan. 1....	Henry L. J. Westphal...	Janitor 19th Dist. School.
Mch. 29....	Herman Engelsma.....	Janitor 20th Dist. Primary School No. 2.
July 1....	Wm. Raddemann.....	Janitor Silver City School.
	TAX DEPARTMENT.	
April 1....	Otto T. Salick.....	Assessor 22nd Ward.
	WATER REGISTRAR'S DEPARTMENT.	
May 25....	Louis R. Meinecke.....	Meter Reader.
May 25....	Frank M. Ebert.....	Meter Reader.

PROMOTIONS AND TRANSFERS IN THE OFFICIAL SERVICE.

During the Year 1904.

To Take Effect.	Name.	Position.
	CITY ENGINEER'S DEPARTMENT.	
1904.	(Water Subdepartment.)	
Mch. 1....	Henry Vollmer.....	Watchman at Reservoir to Watchman Meter and Distribution Subdept.
Mch. 1....	John Kuhlmann.....	Fireman North Point Pumping Station to Watchman at Reservoir.
	PARK DEPARTMENT.	
July 1....	Anton Ausmacher.....	Park Police to Foreman Kosciuszko Park.
July 1....	Ludwig Olszewski.....	Foreman Kosciuszko Park (Official Service) to Laborer.
	HEALTH DEPARTMENT.	
Nov. 14....	Otho Fiedler.....	Analyst to Bacteriologist.
Nov. 14....	Henry L. Schulz.....	Milk Inspector to Chemist.
	PUBLIC LIBRARY DEPARTMENT.	
Mch. 10....	Blanche E. Hussey.....	Substitute Assistant to regular Assistant.
Mch. 14....	Hannah Coad.....	Substitute Assistant to regular Assistant.
Mch. 14....	Julia B. Koerner.....	Evening Assistant to regular Assistant.
June 14....	Georgia S. Griffin.....	Page to regular Assistant.
June 14....	Adeline Burns.....	Page to evening Assistant.
June 14....	Ada Wechselberg.....	Page to evening Assistant.
Mch. 8....	Priscilla Coad.....	Regular Assistant to substitute Assistant.
	PUBLIC MUSEUM DEPARTMENT.	
July 20....	Paul C. Rohde.....	Taxidermist's Apprentice to Assistant Taxidermist.

PROMOTIONS AND TRANSFERS IN THE OFFICIAL SERVICE——Continued.

During the Year 1904.

To Take Effect.	Name.	Position.
	PUBLIC WORKS DEPARTMENT.	
Sept. 16....	Wm. H. Schacht.....	Bill Clerk to Bookkeeper.
Aug. 1....	Leonard Bellinghausen..	Clerk to Clerk.
Aug. 1....	John B. Frymark.....	Clerk to Clerk.
June 3....	John Conrad.....	Superintendent 5th Ward to Superintendent of Bridges.
June 1....	John Soulen.....	Superintendent 10th Ward to Inspector of Street Work.
Mch. 26....	Louis Kullmann.....	Inspector of Street Work to Inspector of Sidewalks.
June 12....	Louis Kullmann.....	Inspector of Sidewalks to Inspector of Street Work.
May 1....	R. C. Kuhfeld.....	Oiler to Engineer, City Hall.
Nov. 14....	R. C. Kuhfeld.....	Engineer to Oiler, City Hall.
Dec. 1....	Louis Janssen.....	Oiler to Engineer, City Hall.
Sept. 1....	Tony Bellant.....	Fireman to Oiler, City Hall.
May 5....	Henry C. Pieplow.....	Fireman South Side Natatorium to Engineer North Side Natatorium.
Jan. 1....	Edw. F. Loose.....	Assistant Superintendent South Side Natatorium to same position at North Side Natatorium.
Mch. 1....	Michael Winters.....	Engineer to Bridge Tender, Michigan Street Bridge.
Mch. 1....	James H. Connell.....	Engineer to Bridge Tender, Michigan Street Bridge.
Mch. 1....	Jacob Reiss.....	Bride Tender Muskego Ave. Bridge to same position 6th Ave. Bridge.
June 1....	Frank H. Gerdis.....	Bridge Tender 6th Ave. Bridge to same position Grand Ave. Bridge.
June 1....	Carl E. E. Will.....	Bridge Tender Grand Ave. Bridge to same position 6th Ave. Bridge.
Nov. 15....	James White.....	Bridge Tender Grand Ave. Bridge to same position Huron St. Bridge.
Nov. 15....	Frank H. Gerdis.....	Bridge Tender Grand Ave. Bridge to same position Broadway Bridge.
Dec. 1....	John Murray.....	Bridge Tender Broadway Bridge to same position West Water St. Bridge.
	SCHOOL DEPARTMENT.	
Jan. 25....	Frank Shebesta.....	Fireman City Hall to Janitor 19th District School No. 2.
Nov. 1....	Wm. Pothour.....	Janitor 12th Dist. School No. 2 to 12th Dist. No. 1.
Jan. 2....	Nelson E. Gallaher.....	Janitor 19th Dist. School to General Utility Man (Labor Service).

CHANGES IN THE OFFICIAL SERVICE.

During the Year 1904.

Appointments	34	Resignations	25
Promotions and transfers	38	Deaths	3
Changes of salary (excepting promotions and transfers)	103	Discharges	6
		Emergency appointments	123

NATIVITY OF APPOINTEES IN THE OFFICIAL SERVICE.

During the Year 1904.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	17	Germany	5
Wisconsin (exclusive Milwaukee)	5	Austria-Hungary	1
New York	2	Netherlands	1
Illinois	1		7
Minnesota	1		
Ohio	1		
	27		

Known	34
Unknown	1
Total	35

79% Native Born. 21% Foreign Born.

STATISTICS OF APPLICANTS FOR THE LABOR SERVICE.

During the Year 1904.

A.	Total number of applicants	487
B.	Married	391
C.	Single	96
D.	Veterans	7
E.	Women	31
F.	Native born	139
G.	Foreign born	348
H.	Can read and write English	277
I.	Can read and write foreign languages	337
J.	Cannot read and write any language	46

STATISTICS OF APPLICANTS FOR SKILLED LABOR

During the Year 1904.

NATIVE BORN.		FOREIGN BORN.
Milwaukee	13	Germany
Wisconsin (exclusive Milwaukee)	5	Norway
New York	1	Scotland
South Carolina	1	Austria-Hungary
	20	England
		Holland
		Italy

Total, 56.

36% Native Born. 64% Foreign Born.

AGE.		RESIDENCE IN U. S.	
No. of Applicants.	Years.	No. of Applicants.	Years
1	16 to 20	3	6 to
4	21 to 25	3	11 to
5	26 to 30	7	16 to
6	31 to 35	9	21 to
12	36 to 40	5	26 to
7	41 to 45	10	31 to
7	46 to 50	9	36 to
5	51 to 55	4	41 to
4	56 to 60	3	46 to
5	61 to 65	1	51 to
		2	56 to
56		56	

Have families dependent upon them for support.....

Freeholders .....

Veterans ..... No

Can read and write English.....

Can read and write English and German.....

Can read and write German.....

Can read and write English and Norwegian.....

l and write English and Polish	2
l and write German and Polish	2
l and write English, German and Polish	1
l and write English and Italian	1
l and write English and Dutch	1
·ead and write any language	2
	56

STATISTICS OF SKILLED LABOR ELIGIBLES.

December 31, 1904.

NATIVE BORN.		FOREIGN BORN.	
tee	27	Germany	40
in (exclusive Milwaukee)	10	Austria-Hungary	2
rk	2	Italy	2
	1	Norway	2
	1	England	1
n	1	Ireland	1
ta	1	Scotland	1
mpshire	1		49
	1		
arolina	1		
t	1		
tate not given)	1		
	48		

AGE OF SKILLED LABOR ELIGIBLES.

Eligibles.	Years.	No. of Eligibles.	Years.
	16 to 20	9	46 to 50
	21 to 25	14	51 to 55
	26 to 30	6	56 to 60
	31 to 35	3	61 to 65
	36 to 40	1	71 to 75
	41 to 45	97	

Can read and write English	41
Can read and write English and German	37
Can read and write German	5
Can read and write English and Norwegian	3
Can read and write English and Polish	2
Can read and write German and Polish	2
Can read and write English, German and French	1
Can read and write English, German and Polish	1
Can read and write English and Italian	1
Can read and write Italian	1
Cannot read and write any language	3
	97

STATISTICS OF APPLICANTS FOR COMMON LABOR

During the Year 1904.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	58	Germany	215
Wisconsin (exclusive Milwaukee)	34	Poland	28
New York	8	Ireland	17
Ohio	5	Austria-Hungary	11
Illinois	3	Italy	8
Kentucky	2	Syria	8
Michigan	2	Bohemia	6
Massachusetts	1	Norway	4
Missouri	1	Switzerland	4
Nebraska	1	England	3
New Jersey	1	Holland	3
North Carolina	1	Scotland	2
Vermont	1	Canada	1
U. S. (state not given)	1	Russia	1
	119	Sweden	1
			312

Total, 431.

28% Native Born. 72% Foreign Born.

AGE.		RESIDENCE IN U. S.	
No. of Applicants.	Years.	No. of Applicants.	Years.
1	16 to 20	5	3 to 5
23	21 to 25	8	6 to 10
30	26 to 30	35	11 to 15
38	31 to 35	68	16 to 20
34	36 to 40	103	21 to 25
51	41 to 45	35	26 to 30
59	46 to 50	54	31 to 35
56	51 to 55	39	36 to 40
54	56 to 60	25	41 to 45
60	61 to 65	25	46 to 50
21	66 to 70	16	51 to 55
4	71 to 75	12	56 to 60
431		5	61 to 65
		1	66 to 70
		431	

Have families dependent upon them for support	346
Freeholders	170
Veterans	7
Women	31

Can read and write English and German	115
Can read and write English	86
Can read and write German	86
Can read and write German and Polish	31
Can read and write Polish	24
Can read and write English, German and Polish	9
Can read and write Bohemian	9
Can read and write English and Polish	7
Can read and write English, German and Dutch	3
Can read and write English and Italian	3
Can read and write English and Norwegian	3
Can read and write Italian	3
Can read and write Syrian	2
Can read and write English and French	1
Can read and write English, German and Norwegian	1
Can read and write English and Syrian	1
Can read and write English, German and Danish	1
Can read and write German and Bohemian	1
Can read and write German and Slavish	1
Cannot read and write any language	44
	431

LABOR ELIGIBLE LISTS.

In force December 31, 1904.

SKILLED LABORERS.

Blacksmiths	5	Masons and Plasterers	4
Bridge Carpenters	12	Painters	14
Bridge Painters	23	Plumbers	2
Bridge Painters and Sailors	5	Slater	1
Carpenters and Cabinet Makers	17	Steamfitters	6
Locksmith	1	Tinner	1
Machinists	6		

MISCELLANEOUS SPECIAL COMMON LABORERS.

Boatmen	11	Office Cleaners (female)	49
Bridge Helpers	8	Park Laborers (East Side)	8
Bridge Laborers	9	Park Laborers (West Side)	13
Cleaners Pub. Bldgs. (male)	25	Park Laborers (South Side)	29
Cleaners Pumping Stations	6	Pavers	27
Helpers at Pumping Stations	10	Pasters at Bindery	4
Laborers at Pumping Stations	10	Book Sewer at Bindery	1
Custodian Golf Links	1	Pound Driver	1
Coal Passers	20	Sewer Cleaners	6
Electric Crane Operator	1	Sewer Laborers (East Side)	5
Electrician's Helpers	11	Sewer Laborers (West Side)	2
Helper Public Buildings	1	Sewer Laborers (South Side)	7
Laborers at Public Library	4	Steamfitters' Helpers	9
Laborers at Garbage Plant (not yet placed under Civil Service Rules)	23	Teamsters	13
Laborers School Repair Dept.	5	Water Dept.—Helpers	41
Machinists' Helpers	4	Water Dept.—Laborers	9
Meter Repairers	21	Water Dept.—Turn-on-and-off men	18

WARD LABORERS.

1st Ward	5	13th Ward	34
2nd Ward	14	14th Ward	39
3rd Ward	11	15th Ward	1
4th Ward	5	16th Ward	2
5th Ward	19	17th Ward	16
6th Ward	8	18th Ward	19
7th Ward	3	19th Ward	7
8th Ward	9	20th Ward	25
9th Ward	37	21st Ward	7
10th Ward	23	22nd Ward	31
11th Ward	24	23rd Ward	12
12th Ward	31		

APPOINTMENTS IN THE LABOR SERVICE.

During the Year 1904.

PUBLIC WORKS DEPARTMENT.

WARDS.

To Take Effect.	Name.	No. of Ward.	Position.
1904.			
July 15....	Joseph Lang.....	1st	Common Laborer.
Jan. 22....	Rudolph Zatopek.....	2nd	Common Laborer.
Jan. 22....	Alex. Robinson.....	2nd	Common Laborer.
Jan. 22....	John Malados.....	2nd	Common Laborer.
Mch. 10....	Friederich Steinert....	2nd	Common Laborer.
Mch. 10....	Frank Panrucker.....	2nd	Common Laborer.
Mch. 23....	Geo. Bayerlein.....	2nd	Common Laborer.
Mch. 23....	Frank Jekel.....	2nd	Common Laborer.
Mch. 23....	Wm. Holzt.....	2nd	Common Laborer.
Mch. 23....	John Janowsky.....	2nd	Common Laborer.
Mch. 23....	Thomas Schaefer	2nd	Common Laborer.
April 14....	Albert Lowther.....	3rd	Common Laborer.
May 2....	Bigiao Martino.....	3rd	Common Laborer.
May 2....	Andrew Balistereri....	3rd	Common Laborer.
May 2....	Patrick Geary	3rd	Common Laborer.
May 2....	Joseph Caravelle.....	3rd	Common Laborer.
May 2....	Joseph J. Tolson.....	3rd	Common Laborer.
Sept. 1....	Emil Hamrah.	3rd	Common Laborer.
Sept. 1....	Francisco Olioto.....	3rd	Common Laborer.
Sept. 9....	Michael Ducy	3rd	Paver.
Mch. 10....	Mike Foley	4th	Common Laborer.
Mch. 10....	Genera S. Allen.....	4th	Common Laborer.
Mch. 10....	Julian E. Zinkgraf.....	4th	Common Laborer.
Mch. 24....	W. A. Bock.....	4th	Common Laborer.
Mch. 24....	Dennis McCann.....	4th	Common Laborer.
April 1....	Michael Kane.	4th	Common Laborer.
April 1....	Wesley Lantry.....	4th	Common Laborer.
May 2....	Charles Klumb.....	4th	Paver.
May 12....	Fred. Dewey.....	4th	Common Laborer.
May 12....	Michael J. Murphy....	4th	Common Laborer.
May 12....	Jos. Frenn.....	4th	Common Laborer.
June 11....	Charles Herro.....	4th	Common Laborer.
July 19....	Alex. Frenn.....	4th	Common Laborer.
July 19....	John Crimmins.....	4th	Common Laborer.
Nov. 1....	Frances Morgan.....	4th	Common Laborer.
Nov. 1....	Ferris Herro.	4th	Common Laborer.
Mch. 9....	Paul Rotta.	5th	Common Laborer.
Aug. 1....	Ernst Walenta.....	5th	Paver.
Aug. 1....	John Boschk.....	5th	Paver.
Aug. 1....	John Hanley.....	5th	Paver.
Mch. 9....	Bernard R. Albers.....	6th	Common Laborer.
Mch. 9....	John Faber.....	6th	Common Laborer.

APPOINTMENTS IN THE LABOR SERVICE—CONTINUED.

During the Year 1904.

To Take Effect.	Name.	No. of Ward.	Position.
1904			
Mch. 9....	Charles Lomberg.....	6th	Common Laborer.
Mch. 9....	Anton Newbauer.....	6th	Common Laborer.
May 7....	Peter Annen	6th	Common Laborer.
May 7....	Frank A. Elbs.....	6th	Common Laborer.
May 7....	Frank Woelfl	6th	Common Laborer.
June 13....	John Stronks.....	7th	Common Laborer.
June 13....	Michael Morris.....	7th	Common Laborer.
June 13....	John Peter.....	7th	Common Laborer.
Mch. 1....	Chas. Mellenthin.....	8th	Common Laborer.
Mch. 1....	Gotlieb Brussock.....	8th	Common Laborer.
April 22....	Henry Wichmann.....	8th	Common Laborer.
April 22....	Charles Barlow.....	8th	Common Laborer.
April 22....	Louis Kieffer.....	8th	Common Laborer.
Feb. 4....	Geo. Jaeckel.....	9th	Carpenter.
Feb. 26....	Frank Wolf.....	9th	Paver.
Oct. 1....	Wm. Lemke.....	9th	Carpenter.
June 21....	Frank Koca.....	10th	Paver.
June 21....	Frank Smetana.....	10th	Paver.
June 21....	Frank Seda.....	10th	Paver.
Nov. 4....	Jacob Kohler.....	10th	Paver.
Mch. 12....	John Borowiaki.....	11th	Paver.
April 27....	Jan. Rewolinski.....	12th	Paver.
April 27....	Vincent Jagodzinski...	12th	Paver.
April 27....	John Schram.....	12th	Common Laborer.
May 3....	Anton Ratka.....	12th	Paver.
May 11....	David Abraham.....	12th	Paver.
May 3....	John Ausmacher.....	14th	Paver.
May 3....	Albert Ciepluch.....	14th	Paver.
May 3....	Anton Smerlinski.....	14th	Paver.
May 3....	Frank Barczykowski...	14th	Paver.
Jan. 20....	Chas. Genger.....	15th	Common Laborer.
Jan. 20....	Arnold Krenser.....	15th	Common Laborer.
Mch. 4....	August Goetsch.....	15th	Common Laborer.
April 25....	James Shehan.....	15th	Common Laborer.
April 25....	Mathias Arnold.....	15th	Common Laborer.
April 25....	Edward Koby.....	15th	Common Laborer.
Dec. 8....	John G. Heuser.....	15th	Common Laborer.
Dec. 8....	Louis Burghard.....	15th	Common Laborer.
Feb. 1....	George Schiffman.....	16th	Common Laborer.
Feb. 1....	Frank Fouquet.....	16th	Common Laborer.
Mch. 28....	Michael J. Conway....	16th	Common Laborer.
May 6....	J M. Luther	16th	Common Laborer.
June 22....	Michael Sammon.....	17th	Common Laborer.
Feb. 4....	Henry Bennewitz.....	19th	Common Laborer.
May 14....	Herman Krueger.....	19th	Common Laborer.
May 14....	Martin Ritter	19th	Common Laborer.

APPOINTMENTS IN THE LABOR SERVICE—CONTINUED.

During the Year 1904.

To Take Effect.	Name.	No. of Ward.	Position.
1904.			
July 15....	Anton Seidel.....	19th	Common Laborer.
July 15....	James M. Hayden.....	19th	Common Laborer.
Mch. 15....	Carl Schulz.....	20th	Common Laborer.
Mch. 15....	August Zastrow.....	20th	Common Laborer.
May 2....	John Mueller.....	20th	Common Laborer.
May 2....	August Klug.....	20th	Common Laborer.
Jan. 21....	Adolph Klatt.....	21st	Common Laborer.
Jan. 21....	Wilhelm Falk.....	21st	Common Laborer.
Jan. 21....	Carl Arndt.....	21st	Common Laborer.
Jan. 21....	Albert Traber.....	21st	Common Laborer.
April 23....	Aug. Hoppe.....	21st	Common Laborer.
May 6....	John Weber.....	21st	Common Laborer.
April 21....	Nic Hanpers.....	23rd	Common Laborer.

MISCELLANEOUS SUBDEPARTMENTS.

To Take Effect.	Name.	Position and Subdepartment.
1904.		
Jan. 1....	Mrs. Lizzie Kutschel....	Matron North Side Natatorium.
Jan. 1....	John Grube.....	Helper North Side Natatorium.
Mch. 15....	John Devine.....	Painter and Sailor Bridge Repair Subdepartment.
May 21....	Theo. Schedler.....	Bridge Cleaner, Folsom St. Bridge.
Nov. 21....	Fred. W. Mueller.....	Bridge Sweeper, 16th St. Viaduct.
May 1....	Charles Hansen.....	Cleaner and Window Washer, City Hall.
July 15....	John Schwulst.....	Carpenter and Window Washer.
Nov. 1....	Mrs. Augusta Cludius...	Office Cleaner, City Hall.
Nov. 1....	Anna Packard.....	Office Cleaner, City Hall.
May 20....	August Behnke.....	Cleaner, West Sewerage District.
Sept. 20....	Karl Kollath.....	Cleaner, West Sewerage District.
May 9....	Albert Pilachowski.....	Cleaner, South Sewerage District.
June 2....	John Skowronski.....	Cleaner, South Sewerage District.
June 2....	Michael Ezajowski.....	Cleaner, South Sewerage District.
May 6....	Michael Drummer.....	Laborer, West Sewerage District.
May 6....	Fred. Boelkow.....	Laborer, West Sewerage District.
May 6....	John Henke.....	Laborer, West Sewerage District.

APPOINTMENTS IN THE LABOR SERVICE—CONTINUED.

During the Year 1904.

CITY ENGINEER'S DEPARTMENT.

Water Subdepartment.

To Take Effect.	Name.	Position.
1904.		
Aug. 1....	Wm. J. Kunz.....	Machinist to repair pump. machinery.
Mch. 14....	Wilfred G. Weber.....	Helper North Point Pumping Station.
May 3....	Frank J. Burczczyk....	Helper North Point Pumping Station.
May 5....	Max Milkowski.....	Helper North Point Pumping Station.
Nov. 29....	Otto Quast.....	Laborer and Boiler Cleaner, North Point Pumping Station.
Mch. 8....	August Koeppe.....	Laborer, Meter and Distribution Subdepartment.
April 23....	Michael Riley.....	Laborer, Meter and Distribution Subdepartment.
May 14....	Jacob A. Johannes.....	Laborer, Meter and Distribution Subdepartment.
May 16....	Mike Schlehlein.....	Laborer, Meter and Distribution Subdepartment.
June 8....	Roman Zygarlowski.....	Laborer, Meter and Distribution Subdepartment.
June 11....	Nick A. Barrock.....	Laborer, Meter and Distribution Subdepartment.

APPOINTMENTS IN THE LABOR SERVICE—CONTINUED.

During the Year 1904.

PARK DEPARTMENT.

To Take Effect.	Name.	Position.	Place of Employment.
1904.			
May 4....	Stan. Kowalewski..	Common Laborer...	Humboldt Park.
May 12....	Wm. Cordes.....	Common Laborer..	Humboldt Park.
May 12....	John C. Templin...	Common Laborer...	Humboldt Park.
May 12....	Friedrich Paepki...	Common Laborer...	Humboldt Park.
June 11....	Valentine Placzek..	Common Laborer..	Kosciuszko Park.
June 11....	Charles Last.....	Common Laborer..	Kosciuszko Park.
June 11....	Andrew Maciolek..	Common Laborer..	Kosciuszko Park.
April 20....	Joseph Schweda...	Common Laborer..	Mitchell Park.
April 20....	Johan Gebarr.....	Common Laborer...	Mitchell Park.
April 20....	Wilhelm Nimmer..	Common Laborer...	Mitchell Park.
April 20....	Ferd. Sell.....	Common Laborer..	Mitchell Park.
April 20....	Peter Jankowski...	Common Laborer...	Mitchell Park.
April 20....	Joseph Schmidt....	Common Laborer...	Mitchell Park.
April 23....	John Martans.....	Common Laborer...	Mitchell Park.
April 23....	Frank Behning....	Common Laborer..	Mitchell Park.
April 23....	Martin Klein.....	Common Laborer..	Mitchell Park.
April 23....	John Ulezelski.....	Common Laborer..	Mitchell Park.
April 23....	Henry Rodki.....	Common Laborer...	Mitchell Park.
April 28....	Anth. Waledowski.	Common Laborer..	Mitchell Park.
April 28....	Jan. Wloszczynski.	Common Laborer..	Mitchell Park.
April 28....	Geo. Theo. Jacobson	Common Laborer..	Mitchell Park.
May 5....	Jan. Kozlowski....	Common Laborer..	Mitchell Park.
May 5....	Frank J. Groth....	Common Laborer..	Mitchell Park.
May 5....	Ferdinand Mundt..	Common Laborer..	Mitchell Park.
May 5....	Frank Wodkowski.	Common Laborer..	Mitchell Park.
May 4....	Nich. J. Ramstock..	Custodian Golf Links.....	Washington Park.
May 14....	Chas. Redlin.....	Common Laborer..	Washington Park.
May 14....	Adam Ruschel.....	Common Laborer..	Washington Park.
May 18....	Friedrich Kuhagen	Common Laborer..	Washington Park.
May 28....	Chas. J. Leo.....	Common Laborer..	Washington Park.
May 28....	John C. Wodill.....	Common Laborer..	Washington Park.
June 14....	Patrick Nee.....	Common Laborer..	Washington Park.

APPOINTMENTS IN THE LABOR SERVICE—CONTINUED.

During the Year 1904.

PUBLIC LIBRARY DEPARTMENT.

To Take Effect.	Name.	Position.
1904.		
Mch. 1....	Rachel Davis.....	Office Cleaner.
April 21....	Sallie Czysch.....	Office Cleaner.
April 21....	Mary Stateczny.....	Office Cleaner.
April 21....	Stephanie Staigvillo.....	Office Cleaner.
April 21....	Carry Schmidt.....	Office Cleaner.

SCHOOL DEPARTMENT.

To Take Effect.	Name.	Position.
1904.		
Mch. 19....	Robert Schrubb.....	Helper Supply Department.
Feb. 23....	Jas. L. Hickey.....	Steamfitter Johnson System.
Aug. 1....	Ferdinand Draeger.....	Polisher.
Mch. 4....	Alb. Wachtel.....	Cabinet Maker Repair Department.
Mch. 7....	Diederich Kruse.....	Cabinet Maker Repair Department.
May 2....	Henry Soulen.....	Cabinet Maker Repair Department.
Mch. 7....	Henry Roozen.....	Carpenter Repair Department.
Mch. 7....	Charles Larsen.....	Carpenter Repair Department.
July 25....	Louis Merz, Jr.....	Carpenter Repair Department.
July 25....	Chas. Weidt.....	Carpenter Repair Department.
July 26....	Theodore Rozek.....	Carpenter Repair Department.
July 26....	Peter Schueler.....	Carpenter Repair Department.
July 27....	Henry Besch.....	Carpenter Repair Department.
July 28....	Jacob Fuchs.....	Carpenter Repair Department.
July 30....	Henry A. Christ.....	Carpenter Repair Department.
Jan. 8....	Frank L. Wheeler.....	Laborer Repair Department.

NATIVITY OF EMPLOYES IN THE LABOR SERVICE.

December 31, 1904.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	109	Germany	687
Wisconsin (exclusive Milwaukee)	39	Ireland	74
New York	22	Austria-Hungary	31
Illinois	6	Italy	30
Massachusetts	6	Poland	29
Connecticut	3	England	14
Pennsylvania	3	Bohemia	12
Vermont	3	Holland	10
Michigan	2	Norway	10
Ohio	2	Syria	7
Maryland	1	Sweden	5
Missouri	1	Switzerland	4
Virginia	1	Canada	2
U. S. (state not given)	2	France	2
	200	Scotland	2
		Sicily	2
		Wales	2
		Denmark	1
		Russia	1
		Europe	2
			927

Known	1,127
Unknown	42
Total	1,169

18% Native Born. 82% Foreign Born.

TOTAL CHANGES IN THE CITY SERVICE.

During the Year 1904.

Appointments in the Official Service	35		
Appointments in the Labor Service	182	217	
Promotions and Transfers in the Official Service	38		
Promotions from Labor to Official Service	5		
Promotions and Transfers in the Labor Service	7	50	
Separations from the Official Service	34		
Separations from the Labor Service	75	109	
Total changes of all kinds (excepting temporary changes, leave of absence and "lay-offs")			376

TOTAL NUMBER OF ALL PERSONS IN THE CITY CIVIL SERVICE OF MILWAUKEE.

I. UNDER CIVIL SERVICE RULES.			
A. UNDER THE BOARD OF CITY SERVICE COMMISSIONERS:			
In the Official Service	535		
In the Labor Service	1,169		
In both branches		1,704	
B. UNDER THE BOARD OF FIRE AND POLICE COMMISSIONERS			
In the Fire Department	410		
In the Police Department	367		
In both branches		777	
C. UNDER THE BOARD OF SCHOOL DIRECTORS:			
Principals, Teachers and Truant Officers		1,025	
Total number of persons under Civil Service Rules of the three branches			3,506
II. NOT UNDER CIVIL SERVICE RULES.			
D. ELECTIVE OFFICERS:			
Mayor, Comptroller, Treasurer, Attorney	4		
Aldermen	46		
Clerk of Municipal Court	1		
Judges	2		
Justices of the Peace	11		
Constables	11		
Total number of exempted elective officers		75	
E. APPOINTIVE OFFICERS:			
1. Salaried Officers—			
Heads of Departments 11			
Deputies 8			
Cashier 1			
Secretaries 4			
Treasurer's Clerks 2			
Assistant City Attorneys 4			
Assistant City Engineer 1			
Assistant Clerks of Municipal Court .. 2			
Court Reporter 1			
Court Janitor 1			
Weigh Masters (receiving one-half of proceeds) 2			
School Superintendent 1			
Assistant School Superintendents 3			
Exempted Clerks 5			
Taxidermists 2			
	48		

TOTAL NUMBER OF ALL PERSONS IN THE CITY CIVIL SERVICE OF MILWAUKEE—CONTINUED.

NOT UNDER CIVIL SERVICE RULES—(Cont.)			
2. Honorary Officers—			
City Service Commissioners..... 4			
Fire and Police Commissioners..... 4			
Commissioners of Public Debt..... 3			
Park Commissioners..... 5			
School Commissioners..... 4			
School Directors..... 23			
Library Trustees..... 9			
Museum Trustees..... 9			
Johnston Emergency Hospital Trustees 9			
Total number of exempted honorary appointive officers.....	70		
Total number of exempted appointive officers or employes.....		118	
Total number of officers and employes not subject to Civil Service Rules.....			193
Total number of persons in the City Service.....			3,699

The number of laborers actually employed in street work and in the parks at the time of this writing is much less than represented in the foregoing summary, because a number of the skilled and common laborers included in it are often laid off when there is not sufficient work for them, and especially during the winter the superintendent assigns the men to work in relays, so as to give as many of them as possible an opportunity for part of the work, excepting the employes of long standing needed for the special work requiring experience and training, who are rarely laid off.

The following figures indicate what work has to be taken care of during the year:

Area of the city	22½ square miles or	14,400	acres
Area of public squares		22	acres
Length of streets		530.014	miles
Length of water mains		389.455	miles
Length of sewers, including intercepting sewers or tunnels		366.631	miles
Area of parks in charge of Board of Public Works		60.997	acres
Area of parks in charge of Park Commissioners		460.713	acres
viz: **Lake Park**	123.6 acres		
Riverside Park	24 acres		
Sherman Park	24 acres		
Washington Park	147.745 acres		
Mitchell Park	59.5 acres		
Kosciuszko Park	36.868 acres		
Humboldt Park	45 acres		
School houses (exclusive barracks)		59	
Other public buildings		54	
Apparatus on wheels used by the Fire Department		92	
Fire boats for river service		3	
Horses		204	

It affords me infinite pleasure to be able to state that during my incumbency in the office of Chief Examiner and Ex-Officio Secretary of the Board of Civil Service Commissioners not one of the many departments of the city government tried to abuse or evade the laws and rules of the service, but all, without single exception, cheerfully lived up to and complied with its spirit and mandates. I take the opportunity to thank them for their kindly co-operation and assistance.

Respectfully submitted,

J. J. VLACH.

Chief Examiner and Secretary.

EXHIBIT C.

CITY CIVIL SERVICE ACT.

Chapter 313, of the Laws of 1895, App. April 19 and Pub. April 29.
[As Amended by Chapter 218, of the Laws of 1897,
App. April 12, and Pub. April 13.]

AN ACT to regulate the civil service of cities.

The people of the State of Wisconsin, represented in Senate and Assembly, do enact as follows:

SECTION 1. The Mayor of each city in this state, of the first class, or of the second class, as defined by Section 1, of Chapter 312, of the general laws of Wisconsin, enacted in 1893 whether such city be incorporated by special act of the Legislature or under the general laws of the state, shall, before the fifteenth day of June, A. D. 1895, or the fifteenth day of June in the year next following the first state or national census, showing such city to belong to either said first or said second class, appoint four persons, citizens and residents of said city, who shall constitute and be known as the Board of City Service Commissioners of such city, and shall designate one of the persons so appointed to serve for a term of four years, one for a term of three years, one for a term of two years, and one for a term of one year, from the first Monday of July in the year of their appointment and until their respective successors are appointed and qualified; and in each and every year after such first appointment, the Mayor shall, in like manner, in the month of June, appoint one person as the successor of the Commissioner whose term shall expire in that year, to serve as such Commissioner for four years from the first Monday of July then next ensuing, and until his successor is appointed and qualified. Three Commissioners shall constitute a quorum necessary for

the transaction of business. Any vacancy in the office of Commissioner occurring during the term shall be filled for the unexpired term by appointment by the Mayor and all appointments, both original and to fill vacancies, shall be so made that not more than two Commissioners shall at the time of the appointment be members of the same political party. Said Commissioners shall hold no lucrative office or employment under the United States, the State of Wisconsin, or any municipal corporation or political division thereof, and each Commissioner shall, before entering upon the discharge [of the duties] of his office and within ten days after receiving notice of his appointment, take and subscribe the oath of office prescribed by the constitution of this state, and file the same, duly certified by the officer administering it with the [City] Clerk of his city, and no salary or other compensation for his services shall be paid to any such Commissioner.

SEC. 2. **[As amended by Section 1, Chapter 218, of 1897.]** The said Commissioners shall make rules adapted to carry out the purposes of the act and not inconsistent with its provisions, for the examination and selection of persons to fill offices and positions in the service of their respective cities, which are required to be filled by appointment, and for the selection of persons to be employed in the service of such city. All rules so made shall be subject to the approval of the Mayor of the city, and they may with like approval be from time to time altered or rescinded by said Commissioners. The said Commissioners shall supervise the administration of the rules so established.

SEC. 3. The rules mentioned in Section 2 of this act may be made from time to time:

1st. For open, competitive and other examinations by which to test applicants for office or for employment as to their practical fitness to discharge the duties of the positions which they desire to fill, which examinations shall be public and free to all citizens of the United States, with proper limitations as to residence, age, health, sex, habits and moral character.

2nd. For the filling of vacancies in offices and places of employment in accordance with the results of such examinations, and for the selection of persons for public employment in accordance with such results, or otherwise, as may seem most desirable to carry out the provisions of this act.

3rd. For promotions in office or positions on the basis of ascei tained merit and seniority in service, and examination as may seei desirable.

4th. For a period of probation before an appointment or emploj ment is made permanent.

All rules made as provided in this act and all changes therein sha forthwith be printed for distribution by said Board.

SEC. 4. From and after the adoption of such rules, all appoin ments to subordinate offices, positions and employments in the sever departments of the service of such city which are subject to such rule shall be made by the respective heads of such departments under an in conformity with the provisions of such rules, and such heads (departments shall respectively have power to remove or discharge a pleasure any person holding any subordinate office, position or em ployment in their respective departments.

SEC. 5. All applicants for offices, places or employments in th civil service of such city, except those mentioned in Section 6, shall b subject to examination under and in accordance with the rules so mad by said Commissioners. Such examinations shall be practical in the character and shall relate to those matters which will fairly test th relative capacity and fitness of the persons examined to discharge th duties of the particular service to which they seek to be appointe and shall include tests of physical qualifications and health, and, whe appropriate of manual skill. No question in any examination sha relate to political or religious opinions or affiliations, and no appoin ment or selection to an office or for employment within the scope (the rules established as aforesaid shall be in any manner affected (influenced by such opinions or affiliations.

SEC. 6. Officers who are elected by the people, or who by statu are required to be elected by the city council, inspectors and clerks (election, members of any board of education, the superintendents an teachers of schools, heads of any principal departments of the city, a members of the law, fire and police departments, offices and clerks fo the faithful discharge of whose duties a superior officer is required t give bond, one private secretary of the Mayor, and any other officer clerks or employes in the service of the city whose positions, in th

judgment of the said City Service Commissioners, can not, for the time being, be subjected, with advantage to the public service, to the general rules prepared under this act, shall not be affected as to their election, selection or appointment, by such rules made by said Commissioners.

SEC. 7. Every application, in order to entitle the applicant to appear for examination, or to be examined, must state the facts under oath on the following subjects: (1) full name, residence and post-office address; (2) citizenship; (3) age; (4) place of birth; (5) health and physical capacity for the public service; (6) previous employment in the public service; (7) business or employment and residence for the previous five years; (8) education. Such other information shall be furnished by the applicant as may reasonably be required by the Board touching the applicant's fitness for the public service.

SEC. 8. **[As amended by Sec. 2, Chapter 218 of 1897.] The said board shall appoint a chief examiner, whose duty it shall be, under its direction, to superintend any examinations held in such city under this act and who shall perform such other duties as the board shall prescribe. Such chief examiner shall be ex-officio secretary of the board, and under the direction of such board he, as such secretary, shall keep and record minutes of its proceedings, preserve all reports made to it, keep a record of all examinations held under its direction, and perform such other duties as the board may from time to time prescribe. Such chief examiner shall receive a salary to be fixed by said board at a sum not exceeding the rate of fifteen hundred dollars per annum, which shall be paid monthly by the city treasurer on the certificate of the president of said board countersigned by the city comptroller. He shall be subject to removal at any time by said board. The said board may also incur such expenses for clerk hire, printing, stationery and other incidental matters as it shall deem necessary; provided, however, that the total amount of all expenditures by it incurred during any year, including the compensation of the chief examiner, clerks and other employes, shall not exceed the amount of the special fund herein provided and known as "the city civil service fund."**

[Additional provisions are contained in the following Section of said Chapter 218 of the Laws of 1897, to-wit:]

SEC. 3. **From and after the passage and publication of this act, the**

common council shall levy and collect annually, upon all taxable property of the said city, at the same time and in the same manner as other city taxes are levied and collected by law, a special tax not exceeding one thirty-fifth of a mill upon each dollar of the assessed value of said taxable property, the amount of which shall be determined by said board of city service commissioners and certified by it to the common council and to the city comptroller within ten days after the passage and publication of this act, and thereafter before the twentieth day of January in each year, and the entire amount of such special tax shall constitute a separate and distinct fund to be known as the "city civil service fund," and shall not be used or appropriated, directly or indirectly, for any other purpose than paying the salaries of the chief examiner, clerks and employes of said board and the other necessary expenses of carrying out the purposes of this act. All disbursements on account of such city civil service fund, except for the salary of the chief examiner, shall be paid by the city treasurer on the orders of the president and secretary of the board, countersigned by the city comptroller.

SEC. 9. The Board shall control all examinations, and may, whenever an examination is to take place, designate a suitable number of persons, either in or not in the official service of the city, to be examiners, and it shall be the duty of such examiners, and, if in the service of the city, it shall be a part of their official duty without extra compensation, to conduct examinations as the Board may direct, and make return or report thereof to such Board; and the Board may, at any time, substitute any other person, whether or not in such service, in the place of any one so selected; and the Board may themselves, at any time, act as such examiners, and without appointing examiners. The examiners, at any examination, shall not all be members of the same political party, and no person shall serve in an examination of candidates for office under the provisions of this act in case of a relative or connection by marriage within the degree of first cousin.

SEC. 10. **[As amended by Sec. 4, of Chap. 218, of 1897.] Notice of the time, place and general scope of every examination shall be given by the board by publication at least four times on alternate days, beginning at least ten days before the date of such examination, in one or more daily newspapers of general circulation published in such city, and such notice**

shall also be posted by said board in a conspicuous place in its least ten days before such examination. Such further notice of e tions may be given as the board shall prescribe.

SEC. 11. From the returns or reports of the examiners, (the examinations made by the Board, the Board shall prep: keep a register for each grade or class of position in the service city, of the persons whose general average standing upon exam for such grade or class is not less than the minimum fixed by tl of such Board, and who are otherwise eligible, and such perso: take rank upon the register as candidates in the order of their excellence as determined by examination, without reference to] of time of examination.

SEC. 12. **[As amended by Sec. 5, Chap. 218, of 1897.] Im notice in writing shall be given by the appointing power, to said b city service commissioners, of all appointments, permanent or ten made pursuant to this act and the rules made and established un same, in those branches or departments of the civil service of si which are subject to this act and the rules of said board, and all tr promotions, resignations, other changes or vacancies from any cause branches or departments of the city service, and of the date thereo record of the same shall be kept by said board. When any office of employment, subject to such rules, is created or abolished, or t pensation attached thereto is altered, the officer or board maki change shall immediately report the same in writing to said b commissioners.**

SEC. 13. Said Board of Commissioners shall, on or before t day of March in each year, make to the Mayor for transmissio City Council, a report showing its own action, the rules in fo practical effects thereof, and any suggestions it may approve more effectual accomplishment of the purposes of this act. The may require a report from said Board at any other time.

SEC. 14. All officers of any such city shall aid said Boar proper ways in carrying out the provisions of this act, and, at a where examinations are to be held, shall allow the reasonabl the public buildings for holding such examinations. The M each city shall cause suitable rooms to be provided for said B

the expense of such city; and a sufficient sum of money shall be appropriated each year by each city to carry out the provisions of this act in such city.

SEC. 15. No person or officer shall willfully and corruptly, by himself or in co-operation with one or more other persons, defeat, deceive or obstruct any person in respect to his or her right of examination, or corruptly or falsely mark, grade, estimate or report upon the examination or proper standing of any person examined hereunder, or aid in so doing or willfully or corruptly make any false representations concerning the same or concerning the person examined, or willfully or corruptly furnish to any person any special or secret information for the purpose either of improving or injuring the prospects or chances of any person so examined, or to be examined, being appointed, employed or promoted.

SEC. 16. **[As amended by Sec. 6, Chap. 218, of 1897.] No comptroller or accounting or auditing officer of such city shall allow the claim for services of any person employed in the public service in violation of the provisions of this act or of the rules made and established by the board of city service commissioners pursuant to this act.**

SEC. 17. The Board of City Service Commissioners shall certify to the Comptroller all appointments to offices and places in the civil service of the city, subject to their rules, and all vacancies occurring therein, whether by dismissal, resignation or death. No Comptroller of any such city shall approve the payment of or be in any manner concerned in paying any salary or wages to any person, subject to such rules, for services as an officer or employe of such city, before the appointment of such person to the city service has been certified by the Board to the Comptroller, nor after the vacation of such person's office or employment shall have been so certified.

SEC. 18. No Paymaster, Treasurer or other officer or agent of such city shall willfully pay, or be in any manner concerned in paying any person subject to the rules adopted by said Commissioners under this act, any salary or wages for services as an officer or employe of such city, before the appointment of such person to the civil service of such city has been certified by the Board to the Comptroller, nor after

the vacation of such person's office or employment shall have been s certified.

SEC. 19. Any person who shall willfully, or through culpable neg ligence, violate any provision of this act or any rule promulgated accordance with the provisions thereof, shall be guilty of a misd meanor, and shall, on conviction thereof, be punished by a fine not less than fifty dollars and not exceeding one thousand dollars, by imprisonment in the county jail for a term not exceeding six month or by both such fine and imprisonment in the discretion of the court.

SEC. 20. If any person shall be convicted under the next prece ing section, any public office which such person may hold shall, force of such conviction, be rendered vacant, and such person shall incapable of holding office for the period of five years from the da of such conviction.

SEC. 21. Prosecutions for violations of this act may be institut either by the Attorney-General, the state's attorney for the county which the offense is alleged to have been committed, or by the Boa acting through special counsel. Such prosecutions shall be conduct and controlled by the prosecuting officers w[illegible] institute them, unl they request the aid of other prosecuting offic[illegible]

[Additional provisions are contained in the following Sections of s Chapter 318 of the Laws of 1897, to-wit:]

SEC. 7. **It shall be the duty of every board of city service comm sioners appointed under and in pursuance of the provisions of said chap 313, of the laws of 1895, to investigate the enforcement of said act and its rules, adopted in accordance with its provisions to carry out the p poses of said act and the action of the examiners in said act provided f and the conduct and action of the appointees in the official service in city, and may inquire as to the nature, tenure and compensation of offices and places in the public service thereof. In the course of such vestigations each commissioner shall have power to administer oaths, said board shall have power to secure by its subpoena both the attenda and testimony of witnesses and the production of books and pap relevant to such investigation.**

SEC. 8. **Any person who shall be served with a subpoena to app and testify, or to produce books and papers, issued by the board of c**

service commissioners in the course of any investigation conducted under the provisions of section 6 [7], of this act, and who shall refuse or neglect to appear and testify or to produce books and papers relevant to such investigation, as commanded in such subpoena, shall be guilty of a misdemeanor, and shall on conviction be punished by fine or imprisonment or both in the discretion of the court, as provided in and by section 19, of the said act hereby amended. The fees of witnesses for attendance and travel shall be the same as the fees of witnesses before the circuit courts of this state, and shall be paid from the appropriation for the expenses of the board. Any circuit court of this state, or any judge thereof, whether in term time or vacation, upon application of the board, may compel the attendance of witnesses, the production of books and papers and giving of testimony before the board by attachment for contempt or otherwise, in the same manner, as the production of evidence may be compelled before said court. Every person, who, having taken an oath or made affirmation before a commissioner in the course of such an investigation, shall swear or affirm willfully, corruptly and falsely, shall be guilty of perjury, and upon conviction shall be punished accordingly.

SEC. 9. No officer or employe of such city shall discharge, or degrade, or promote, or in any manner change the official rank or compensation of any other officer or employe, or promise or threaten to do so, for giving or withholding any contribution of money or other valuable thing for any party or political purpose, or for refusal or neglect to render any party or political service.

SEC. 10. No applicant for appointment in such official service, either directly or indirectly, shall pay or promise to pay any money or other valuable thing to any person whomsoever, for or on account of his appointment or proposed appointment, and no officer or employe shall pay or promise to pay, either directly or indirectly, to any person any money or other valuable thing whatever for or on account of his promotion.

SEC. 11. No person while holding any office in the government of such city, or any nomination for, or while seeking a nomination for or appointment to, any such office, shall corruptly use, or promise to use, either directly or indirectly, any official authority or influence in the way of conferring upon any person, or in order to secure or aid any person in

securing, any office or public employment or any nomination, confirmation, promotion or increase of salary, upon the consideration or condition that the vote or political influence or action of the last named person or any other shall be given or used in behalf of any candidate, officer or party, or upon any other corrupt condition or consideration.

SEC. 12. Any acts and parts of acts conflicting with the provisions hereof are hereby repealed.

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ELEVENTH ANNUAL REPORT

OF THE

BOARD OF CITY SERVICE COMMISSIONERS

OF THE

CITY OF MILWAUKEE,

MILWAUKEE, WISCONSIN,

U. S. A.

JANUARY 1, 1906.

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1905

BOARD OF CITY SERVICE COMMISSIONERS.

President,

JOHN H. WINDFELDER.

JOHN H. WINDFELDER, - - Term expires on the first Monday in July, 1906.

FRANK A. KREHLA, - - Term expires on the first Monday in July, 1907.

WM. W. McINTYRE, - - - Term expires on the first Monday in July, 1908.

JAMES CONROY, - - - Term expires on the first Monday in July, 1909.

Chief Examiner and Secretary,

J. J. VLACH.

FORMER BOARDS OF CITY SERVICE COMMISSIONERS.

1895.

The following gentlemen were appointed in the month of June, 1895:

JOSHUA STARK, President, - - - - Term to expire in July, 1899.
CONRAD NIEDERMAN, - - - - - - Term to expire in July, 1898.
CHARLES H. STROHMEYER, - - - Term to expire in July, 1897.
JAMES CONROY, - - - - - - - - Term to expire in July, 1896.

1896.

CONRAD NIEDERMAN, President.
JOSHUA STARK.
CHAS. H. STROHMEYER.
EMMONS E. CHAPIN.

1897.

CONRAD NIEDERMAN, President.
JOSHUA STARK.
EMMONS E. CHAPIN.
CHAS. H. STROHMEYER.

1898.

CHAS. H. STROHMEYER, President.
JOSHUA STARK.
EMMONS E. CHAPIN.
*CARL C. JOYS.
EDGAR L. WOOD.

1899.

EMMONS E. CHAPIN, President.
CHAS. H. STROHMEYER.
EDGAR L. WOOD.
ERNEST P. BUTLER.

1900.

EDGAR L. WOOD, President.
CHAS. H. STROHMEYER.
ERNEST P. BUTLER.
GEO. P. ZIEGLER.

1901.

ERNEST P. BUTLER, President.
EDGAR L. WOOD.
**GEO. P. ZIEGLER.
EDMUND GRASSLER.

1902.

ERNEST P. BUTLER, President.
WM. W. McINTYRE.
EDMUND GRASSLER.
JOHN H. WINDFELDER.

1903.

WM. W. McINTYRE, President.
EDMUND GRASSLER.
JOHN H. WINDFELDER.
FRANK A. KREHLA.

1904.

EDMUND GRASSLER, President.
JOHN H. WINDFELDER.
FRANK A. KREHLA.
WM. W. McINTYRE.

* Resigned September, 1898.
** Resigned July 9, 1902.

MILWAUKEE, WIS., January 1, 1906.

norable David S. Rose, Mayor, City of Milwaukee:

Complying with Section 13 of the City Civil Service Act, the Board City Service Commissioners herewith submits to you its Eleventh nual Report for the year ending December 31st, 1905, for transssion to the Common Council.

The annual report of the Chief Examiner and Ex-Officio Secretary the Board is appended hereto, explaining in full the examinations ld and their results; also all promotions, transfers, etc. The departent was conducted on a business basis, and economy was practiced in ery instance. The Board performed its duties with impartiality, and the meetings of the Board showed a harmonious working.

The examinations were conducted under the charge of J. J. Vlach, ir Chief Examiner and Ex-Officio Secretary of the Board. Mr. Vlach id his assistants, Mr. E. E. Caufy and Miss K. A. Schauble, have ven through their strict adherence to their respective duties, great tisfaction to the Board.

Respectfully submitted,

JOHN H. WINDFELDER,
President.

FRANK A. KREHLA,
WM. W. McINTYRE,
JAMES CONROY,
Commissioners.

APPENDIX.

EXHIBIT A.

RULES FOR THE CIVIL SERVICE

OF THE

CITY OF MILWAUKEE.

DIVISION A.

GENERAL DIRECTIONS AND INFORMATION

FOR BOTH THE

OFFICIAL SERVICE AND LABOR SERVICE.

RULE I.

TITLES, NAMES, PAY-ROLLS, NOTICES OF CHANGES IN SERVICE.

SECTION 1. Every department, sub-department, office, position, etc., in the City Service, shall be known by only one title. Each title shall be applied only to one department, sub-department, class of positions or other category.

SEC. 2. In regard to entries in the City Service made since the Civil Service act went into effect, the sworn applications in the archives of the City Service office shall form the basis of the Civil Lists whenever possible.

SEC. 3. The spelling of the first names and the surnames in all lists and pay-rolls must correspond with those in the applications.

SEC. 4. All officials, including ward superintendents and other heads of sub-departments whose duty it is to write pay-rolls, shall keep a correct transcript of the names of persons employed under them, as stated in the corrected Civil Lists in the City Service office and in the offices of the respective city departments, and write the first names and surnames correctly thereafter on every pay-roll.

SEC. 5. The names of employes of several classes may appear on the same pay-roll; but those of each class must be kept separate from those of every other class, to facilitate control.

SEC. 6. In order that the Civil Lists may be kept correct and complete, every appointing officer or board shall give the City Service office prompt official notice of all changes in their service, including appointments, promotions, transfers, separation from service caused by dismissal, resignation or death, or any other cause, changes of resi-

dence, etc., giving the name, date, position, department and compensation, on forms prescribed by the Board. All such changes in the service (changes of residence excepted) shall be certified to the City Comptroller by the Board, in order that the basis for the Comptroller's audits may be kept complete and that no payments be made in violation of these rules.

SEC. 7. The Board will extend the operation of the rules to classes not yet under the rules as soon as practicable and advantageous to the city; will alter or rescind rules where circumstances make it necessary; will make new rules, and will, from time to time, adopt rulings, definitions and instructions for the Chief Examiner.

RULE II.

CLASSIFICATION.

SECTION 1. The offices and places in the service of the city, coming within the provisions of Chapter 313 of the laws of 1895, shall be classified in two divisions.

The first division shall be known as the OFFICIAL SERVICE.

The second division shall be known as the LABOR SERVICE.

SEC. 2. The OFFICIAL SERVICE shall, as soon as practicable, include the following classes of offices and positions of a more or less permanent character drawing annual or monthly salaries, and such of those drawing wages per diem as require the supervision of the men of a sub-department, ward or district, or the inspection of public work.

Exceptions are indicated in Sec. 6 of the Civil Service Law.

CLASS I. *Medical Service:* All positions, the duties of which require knowledge of the profession of medicine, or some branch thereof.

CLASS II. *Civil Engineering:* All positions, the duties of which require knowledge of the profession of civil engineering or of some branch thereof.

CLASS III. *Clerical Service:* All positions of clerks, messengers, copyists, recorders, stenographers, typewriters, bookkeepers or other similar service, whether paid by the year, month or day, or by the piece, or in any other way.

CLASS IV. *Electrical Service:* All positions, the duties of which

require a special knowledge of electricity in some form of its application.

CLASS V. *Mechanical Service:* All positions, the duties of which require a knowledge of steam engines, boilers and other machinery, their care and operation; and all other positions requiring special mechanical knowledge or skill.

CLASS VI. *Inspection Service:* All positions under the Department of Public Works, not included in any other class, the duties of which relate to inspection, whether of work done, material furnished, or other matters.

CLASS VII. *Janitor and Elevator Service:* All positions connected with the care and operation of public buildings.

CLASS VIII. *Library and Museum Service:* All positions connected with the administration of the Public Library and Public Museum.

CLASS IX. *Bridge Tenders.*

CLASS X. *Service in the Nature of Police Service,* including the positions of Harbor Master, Sanitary Inspectors, Park Police, Watchmen and other similar positions.

CLASS XI. *Superintendents or Foremen of Labor* officially designated by those titles.

CLASS XII. *Miscellaneous Service:* All offices and places of employment coming under the provisions of these rules, whatever the character and designation of the same may be, which are not included in any of the foregoing classes or in the Labor Service.

SEC. 3. The classes of the OFFICIAL SERVICE shall be graded according to the compensation as follows:

1st Grade—Compensation at the rate of less than $600 per year.
2nd Grade—Compensation at $600 or more, and less than $800.
3rd Grade—Compensation at $800 or more, and less than $1,000.
4th Grade—Compensation at $1,000 or more, and less than $1,200.
5th Grade—Compensation at $1,200 or more, and less than $1,500.
6th Grade—Compensation at $1,500 or more, and less than $1,800.
7th Grade—Compensation at $1,800 or more, and less than $2,100.
8th Grade—Compensation at $2,100 or more, and less than $2,500.
9th Grade—Compensation at $2,500 or more.

SEC. 4. The LABOR SERVICE shall include all common laborers and skilled laborers, or other employes, not included in the Official Service as above defined, in Sec. 2 of Rule II.

SEC. 5. CIVIL LISTS: Two lists, to be known as the Civil Lists of the city shall be kept in the office of the Board.

One of them shall contain the name of every person employed in and receiving compensation in the Official Service under the Civil Service rules, and shall be called "OFFICIAL CIVIL LIST."

The other shall contain the name of every person employed and receiving compensation in the Labor Service under Civil Service rules and shall be called "LABOR CIVIL LIST."

Besides the names of officers and employes, they shall exhibit the titles of their offices or positions; the compensation attached thereto, the application number, if appointed since the Civil Service act went into effect; the department or sub-department in which employed, the date or dates of certification; the date of appointment, if known; the last previous position, if any, filled in the City Service; the date of promotion or transfer, if promoted or transferred; to what position promoted or transferred, if any; the date of termination of employment, and the cause of termination of employment.

RULE III.

QUALIFICATIONS, APPLICATION AND REGISTRATION.

SECTION 1. Applicants for appointment in the service of the city must be citizens of the United States, of full age, and must have resided in the city not less than three years next preceding the date of their application.

Residence in territory annexed to the City of Milwaukee for three years immediately previous to such annexation and application shall be deemed equivalent to residence in said city, within the meaning of this rule.

SEC. 2. Every application must be in writing, signed by the applicant, and made under oath or affirmation before an officer authorized by law to administer oaths.

SEC. 3. Every application must be made in the form prescribed by the Board, at proper office hours.

SEC. 4. All applicants must furnish with their applications satisfactory proofs that they are persons of good moral character, of correct and orderly deportment, and of temperate and industrious habits.

SEC. 5. Every application must be accompanied by the certificates of not less than three reputable citizens of Milwaukee, freeholders therein, not holding any city, county or state office, each certifying that he has been personally acquainted with the applicant for at least three years last past, and believes him to be of good moral character, of correct and orderly deportment, of temperate and industrious habits, and in all respects fit for the service he wishes to enter, and that such citizen is willing that his certificate shall be made public.

Additional certificates may be required in any case in the discretion of the Board.

SEC. 6. Any false statement knowingly made by any applicant in his application for admission to any examination, or made at his request or with his knowledge, in any certificate which may accompany his application, or any other fraudulent conduct, shall be regarded as good cause for excluding him from such examination or for removing his name from any register or eligible list.

SEC. 7. No application will be accepted from any person habitually using intoxicating liquors to excess, or from any person who has been convicted of any offense against the laws of this or any other state, or of the United States.

SEC. 8. Defective applications will be returned to applicants, if the defects are detected before registry, and an opportunity given them to correct the same.

SEC. 9. Whenever any application shows that the applicant is not qualified under these rules and regulations, such application will be rejected, and the applicant notified of the reason therefor.

SEC. 10. The date of the reception of each accepted application shall be endorsed thereon, the application filed in the office of the Board, and the name of the applicant entered upon an application register.

SEC. 11. CITIZENSHIP: The written statement of an applicant of legal age, upon his oath or affirmation, that he was born at a certain specified place in the United States.

Or that he served in the Union army or navy during the late war of the rebellion and was honorably discharged;

Or that his father became a full citizen while the applicant was a minor;

Shall be considered sufficient proof of his citizenship to make his application acceptable, unless circumstances cause doubts as to the truthfulness of such statement, or as to the facts involved, in which case additional proof may be required.

Naturalized citizens must produce for inspection by the Chief Examiner their certificates of naturalization.

SEC. 12. In case of loss of "citizen papers' or the "honorable discharge," by fire or otherwise, any one of the following proofs will be accepted, supplementing the affidavit of the applicant in question:

A. Certifications from the records of the court where the papers were originally issued, or of the War Department.

B. The affidavit of a citizen of the United States and freeholder of at least five years' residence in Milwaukee, to the effect that he knows the said applicant to have been in possession of his "second naturalization paper" at or about a certain time.

C. The affidavit of a citizen of the United States and freeholder of at least five years' residence, or the certificate of the clerk of any court of record under the seal of said court, to the effect that the said applicant has served as a juror in said court.

D. In the case of a Union Veteran, the affidavit of one of his comrades-in-arms that he knows him to have served in the United States army or navy and to have had an honorable discharge from that service.

SEC. 13. Satisfactory information at any time produced to the Board, either before or after examination, of the bad character or dissolute habits of any applicant, or of any criminal or disreputable act or conduct of such applicant, or of his dismissal for good cause from any branch of public service, shall be sufficient to exclude him from examination or to remove his name from any eligible list.

SEC. 14. Persons whose names have been stricken from any register or eligible list, shall not be permitted to make a new application within one year thereafter.

SEC. 15. The Board will make such regulations as they deem necessary to identify the registered applicants and to preserve a record of their conduct.

RULE IV.

EXAMINATIONS AND ELIGIBLE LISTS.

SECTION 1. The names of those whose applications have been received and filed will be admitted to examinations as hereinafter prescribed.

SEC. 2. Applicants who pass their examinations satisfactorily shall be registered in the eligible lists of their respective classes according to the rules.

SEC. 3. When an applicant having the necessary qualifications for the position sought, in the judgment of the Board, merits special recognition for extraordinary services rendered to the city, the State of Wisconsin or the United States, or for other sufficient reasons, the Board may advance his standing upon the eligible lists on the ground of character and experience. The reasons for such action shall be recorded in the proceedings.

SEC. 4. If an applicant on any eligible list is appointed to a temporary position, he shall resume his standing on the eligible list after the termination of the temporary employment.

SEC. 5. The names of applicants

Who, for sufficient reasons are not admitted to an examination, or

Who do not respond to a call for examination, or for correction of papers, or

Who report for examination, but do not complete the same, or

Who do not attain the required minimum rating at any examination,

Shall be stricken from the registers.

SEC. 6. If any applicant whose name is on the eligible list refuses or neglects to accept a place offered him upon proper appointment, his name shall be stricken from the said eligible list, unless he gives reasons satisfactory to the Board for continuing him on the list, notwithstanding such refusal.

SEC. 7. Eligible lists are to continue in force for one year from the date of their declaration, except as provided by Section 8.

SEC. 8. The Board may, at any time, by resolution, discontinue any eligible list, or continue any eligible list in force for a second year, or for a shorter or a longer period of time.

SEC. 9. The Secretary may from time to time require eligibles to declare whether they wish to have their names retained upon the respective eligible lists. If they answer in the negative or do not respond within ten days, their names shall be expunged therefrom.

SEC. 10. Any applicant whose name shall have been placed upon the proper eligible list, and who shall thereafter have been employed in the City Service under these rules and temporarily laid off or granted leave of absence, will not again be required to make application for employment, but his name shall remain upon the proper Civil List until removed therefrom by the Board for cause.

RULE V.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Except in cases hereinafter mentioned, whenever there is a vacancy to be filled in any position in the City Service subject to these rules, the appointing officer or board shall make written requisition in duplicate upon this Board, on the blank forms prescribed by the same, for the names of persons eligible for appointment to such position.

SEC. 2. In order to allow the appointing power a limited selection, the Chief Examiner shall, after receiving the requisition, certify the following number of names from the head of the pertinent eligible list:

For 1 or 2 appointments, 2 names more than the required number shall be certified.

For 3 or 4 appointments, 3 names more than the required number shall be certified.

For 5 to 7 appointments, 4 names more than the required number shall be certified.

For 8 to 11 appointments, 5 names more than the required number shall be certified.

For 12 to 16 appointments, 6 names more than the required number shall be certified.

For 17 to 30 appointments, 7 names more than the required number shall be certified.

For more than 30 appointments, approximately 1¼ times the number required shall be certified.

In case the requisition shall specify the female sex, persons of that sex may be certified; otherwise persons of the male sex alone will be certified.

SEC. 3. Whenever the Board is notified, in and by the requisition, that any position to be filled requires special skill and proficiency in a particular branch of industry, art or service, they may direct the Chief Examiner to certify the proper number of names of persons having the highest standing among those proficient in such special branch.

SEC. 4. The appointing officer or Board may select the required number of names from those certified to him.

In all cases where the names of such appointees are not the first of the names certified, the officer or board making the appointments shall notify the Board in writing of the reason for such action.

SEC. 5. No appointment to any office, or place, subject to the provisions of Chapter 313 of the laws of 1895, and to the provisions of these rules, shall be made except in the manner required by these rules.

SEC. 6. Temporary exceptions may be made in cases of emergency where the public business would suffer otherwise from delay. No such appointment for an emergency shall continue for more than ten days, except with the express consent of the Board.

In every case the officer making such temporary appointment shall immediately report the same with a statement of the reason therefor, and of the time for which he deems such appointment necessary.

Such temporary appointment may be suspended by the Board, if, in its judgment, no satisfactory reason existed for making the same.

DIVISION B.

Special Rules for the Government of the Official Service.

RULE VI.

SPECIAL QUALIFICATIONS OF APPLICANTS.

SECTION 1. Where, in the opinion of the Board, special qualifications are required, and the appointing officer requests, in writing, that the examination for any position in the Official Service be open to persons who are not citizens or residents, or not of full age, the Board may grant such exceptions if it approves of the reasons given.

SEC. 2. When, in the judgment of the Board, the public service will be benefited thereby, examinations for positions in the Official Service may be open to persons of either sex who are 18 years of age and upwards, who otherwise possess the qualifications prescribed by these rules.

RULE VII.

APPLICATIONS.

SECTION 1. Application for admission to any examination in the Official Service may be made at proper office hours, subject, however, to the restriction that it must be filed with the Chief Examiner at least three days before the day fixed for the examination, and to other restrictions herein mentioned, or published by the Board from time to time.

SEC. 2. Each application must contain a statement under oath or affirmation, and in the applicant's own handwriting, showing the following facts:

(1.) Position for which application is made.

(2.) Full name, residence and postoffice address.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) In the case of Ward Superintendents and Assessors, period of residence in the ward.

(7.) Condition of health and physical capacity for the public service.

(8.) Previous employment in the public service.

(9.) Business or employment and residence for the previous five years.

(10.) Names, occupation and residence of all persons in whose employ the applicant has been during the next preceding five years.

(11.) Character and extent of applicant's education.

(12.) That the applicant is not in the habit of using intoxicating liquors to excess.

(13.) That he has not been convicted of any offense against the laws of this or any other State or of the United States.

(14.) Whether married or single, and, in the former case, the number and age of members of the family dependent upon his or her support.

(15.) Such other information as may reasonably be required touching applicant's fitness for the public service.

SEC. 3. Applicants for the positions of Ward Superintendents and Assessors must have been residents not less than six months in the ward in which their duties are to be performed.

SEC. 4. No application for the position of bridge tender shall be received from any man who has not attained the age of thirty (30) years.

SEC. 5. The Chief Examiner will give to each applicant, by mail, at least two days' previous notice of the time and place of examination.

Applicants must produce this notice at the place of examination, where it will be taken up by the Chief Examiner or other person in charge of the examination.

RULE VIII.

EXAMINATIONS.

SECTION 1. Examinations for the OFFICIAL SERVICE shall be open to all persons possessing the qualifications required by law and by these rules to entitle them to the same, and who have made due application in the form required by these rules.

SEC. 2. Examinations shall be held at such times and pla the Board shall from time to time designate.

SEC. 3. No visitors shall be admitted during examinations, by special permission of the Chief Examiner or the Board.

SEC. 4. The subjects of examination shall be designated fro to time by the Board.

SEC. 5. The relative weight to be attached to each subject a examination shall have regard to the importance of such a s as a test of fitness for the particular position to which such exami relates.

SEC. 6. No person shall be entitled to a place upon an eligil whose average standing upon a just grading in the examination, into consideration the relative weight given to the different su covered by the examination and to character and experience, sl less than seventy-five per cent. of complete proficiency.

SEC. 7. The examinations shall be carried on under the supe of the Chief Examiner, and shall be conducted by him pers whenever practicable.

SEC. 8. In any case where technical or special knowledge c is required as a qualification for the position sought, the Boar designate any suitable person or persons possessing the nec qualifications to conduct or assist in such examination.

SEC. 9. An applicant whose name is on an eligible list ma a new examination for the same position before or after his t eligibility has expired.

SEC. 10. Every applicant present at any examination shall cc to the following instructions:

(1.) Sign your full name upon the identification sheet (Fo place it in the small, blue identification envelope, and seal immec

(2.) Do not write your name anywhere else while in the ex tion room.

(3.) Write your answers to Division I on the paper r Division I, those to Division II on the paper marked Division II,

(4.) Do not copy the questions on the answer sheets.

(5.) Mark each answer with the same number or letter by which the corresponding question is marked on the question sheet.

(6.) Give all calculations in full. Do not use odd paper to multiply or divide, but write all the figures that you have to use on the answer sheet. Should you detect mistakes in your figuring, cross out the wrong work and commence once more. A mistake corrected will not lower your standing.

(7.) Do not write beyond the red line on the right. This space is needed for the marking of your answers.

(8.) No applicant is permitted during any examination, in any manner whatever, to give assistance to any other applicant. or to receive assistance from any person whatever, or to communicate with any person or to leave the room without a guard provided by the Chief Examiner or his assistant.

(9.) A violation of these rules or instructions may exclude the offender from the examination and from all registers of the City Service Department.

SEC. 11. The papers of each applicant shall be marked and graded under his examination number.

SEC. 12. The identification envelope shall not be opened unless by special direction of the Board or its President, until such marking and grading have been passed upon by the Board.

After the grading is finished, the envelopes shall be opened for the purpose of ascertaining the names of the successful applicants and determining their positions upon the proper eligible list.

Whenever in the opinion of the President, it is necessary to obtain further information regarding the character, experience or other antecedents and qualifications of the competitors, or any one of them, before the Board meets to determine the final grading, he may authorize the Chief Examiner to open the identification envelopes for the purposes of obtaining the needed addresses and references.

SEC. 13. The examination and marking of every applicant examined shall be open to inspection by such applicant.

SEC. 14. The examination papers with marking and final rating of any applicant certified for appointment may be exhibited to the respective appointing officer at the office of this Board and in the presence of the Chief Examiner.

RULE IX.

ELIGIBLE LISTS.

SECTION 1. The names of those applicants who have attained a standing of seventy-five per cent. and over at any examination shall be placed in the order of their relative standing upon a register called "eligible list."

SEC. 2. The Board may consolidate two or more eligible lists of the same kind by rearranging all the eligibles named therein according to their standing.

SEC. 3. When an applicant has been appointed to a position in the official service, his name shall be stricken from that eligible list from which he was certified.

SEC. 4. An applicant registered in any eligible list, whose appointment is rejected by the appointing officer or board, for reasons reported to the Board, may be retained on said list, unless he or she shall be thus rejected three times.

Such repeated rejection shall be sufficient cause for removing the name of such person from the eligible list.

RULE X.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Whenever an appointing board or officer shall make a requisition upon this Board for names of eligibles for appointment the Chief Examiner shall certify to such board or officer for the vacancy or vacancies to be filled, as many names of persons highest in standing upon the proper eligible list in the order of such standing, as fixed by Rule V.

SEC. 2. In case any office or employment requires such special qualifications that the Board is unable to comply with the requisition made with a view to an appointment to that office, they may in their discretion allow a provisional appointment to be made, subject to their approval, and to continue in force only until a proper eligible list can be obtained by examination, or until further action by the Board.

In other cases, if there be no eligible list, and a prompt appointment be required, the Board may authorize the appointing officer to

select a suitable person possessing the general qualifications required of all applicants. Such person shall be subjected by the Board to a non-competitive examination, and if found qualified shall be certified for appointment.

Whenever practicable, however, a competitive examination of applicants shall be held for every office.

RULE XI.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person holding a position in the Official Service may be transferred to another position of the same class and grade, in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such transfer shall be desirable.

SEC. 2. Any person holding a position in the Official Service may be promoted to a higher grade of the same or a similar class, in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such promotion shall be for the best interest of the service.

SEC. 3. All transfers and promotions shall be subject to approval by the Board.

RULE XII.

INSPECTORS OF WORK DONE UNDER CONTRACT.

SECTION 1. No applicant shall be certified for the position of inspector of any work to be done under contract who is not a practical and experienced workman in the branch of work over which he seeks to be made an inspector.

SEC. 2. In the case of applicants who have heretofore been employed by the city in such positions, the head of the department under which such former employment was had will be called upon for full reports as to the past record of such applicants for faithfulness, competency and efficiency, and such reports shall be made in writing. Great weight will be given to such reports.

SEC. 3. Any applicant for the position of inspector of work to be done under contract, whose name shall have been placed on the proper eligible list, and who shall thereafter have received an appointment to such a position, will not again be required to make an application to the Board of City Service Commissioners; but his name shall remain upon the proper eligible list until removed therefrom by the Board for cause.

SEC. 4. Whenever any new public work is to be commenced, the inspector having the highest standing among the unemployed individuals of the eligible list of his class shall have preference, and each one shall at all times be reassigned to work in the order of his rating.

SEC. 5. But if not appointed to such position, no applicant's name shall be retained upon such eligible list for more than one year, unless he shall so request in writing and his request granted by the Board.

In case he so request, his name may be continued upon such eligible list, at the discretion of the Board, for a second year, or a shorter period of time, subject, however, to be removed therefrom at any time for cause in accordance with these rules.

DIVISION C.

Special Rules for the Government of the Labor Service.

RULE XIII.

QUALIFICATIONS OF APPLICANTS.

SECTION 1. On the written request of an appointing officer or board in any department, the Board may direct that employment in any designated branch of the Labor Service in such department shall be open to minors, not, however, less than fifteen years of age.

SEC. 2. Skilled mechanics must have served not less than four years as journeymen at their respective trades.

RULE XIV.

APPLICATIONS.

SECTION 1. When the applications for work in any branch of the Labor Service are, in the opinion of the Board, sufficient in number to meet all probable demands for a period of six months or more, registration in that branch shall be suspended until again ordered by the Board.

SEC. 2. Each application shall show the following facts:

(1.) That the applicant desires employment in the Labor Service of the city. If the applicant is a skilled laborer, he will specify in what particular line of work he desires to be employed, and any important specialty of his trade in which he excels.

(2.) The full name, residence and postoffice address of the applicant.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) Period of residence in the ward in which the applicant resides.

(7.) Condition of health and physical capacity for the public service.

(8.) What, if any, employment in the public service the applicant has had.

(9.) The business or employment and the residence of the applicant for the previous five years.

(10.) The name, occupation and address of the applicant's present employer, and the name, occupation and address of the applicant's last employer, the position he held and the reason why he left this position.

(11.) The character and extent of the applicant's education.

(12.) Whether the application is in the applicant's own handwriting.

(13.) If not, the name of the person who wrote it for him.

(14.) That the applicant is not in the habit of using intoxicating liquors to excess.

(15.) That he has not been convicted of any crime against the laws of this or any other state or of the United States.

(16.) Whether married or single, and in the former case, num and age of members of the family dependent upon his or her suppor

(17.) Such information as may be required by the Board touch the applicant's fitness for the public service.

SEC. 3. If the applicant is not able to sign his name, he may s his mark, which must in that case be witnessed by the person w filled out the application for him.

SEC. 4. For any service other than common laborer the appli will be required to produce a certificate from some competent per or persons, in the same trade or occupation, of the applicant's ab to do the special kind of work in which he desires to be employed.

RULE XV.

EXAMINATIONS.

SECTION 1. Upon the return of the application blank prope filled out and signed by the applicant with his name or mark, togetl with the required certificates as to character, sobriety, industry a fitness, duly filled out and executed, the Chief Examiner will num the application in the order of its receipt, and either examine applicant forthwith, or notify the applicant of the time and place his examination.

SEC. 2. At the time and place so specified, the members of Board, the Chief Examiner, or such persons as may be selected by Board, shall in such manner as the Board may prescribe, make inqu regarding the age, residence, citizenship, character, physical condit family, means, schooling, previous occupation, experience and skil each applicant, and ascertain and determine whether he is qualified the employment sought.

SEC. 3. No educational test will be required for common labor

SEC. 4. Before entering the name of any applicant on the elig list, such further inquiry may be made in regard to his character capacity as the Board may deem practicable and expedient.

SEC. 5. Each applicant shall receive a marking and credit ba upon the qualifications shown by his examination and by the evide presented of his character and fitness for the employment sought.

RULE XVI.

REGISTRATION AND ELIGIBLE LISTS.

SECTION 1. Registers shall be kept in the office of the Board for each trade and the different branches of labor in the City Service.

SEC. 2. Applicants for common or skilled labor who have been found by the Board to be qualified for the employment sought shall be entered upon the appropriate eligible lists in the order of rating fixed by the Board.

Those of the same class having equal rating shall be arranged as nearly as may be in the order of the dates of their examination.

SEC. 3. Excellence in any specialty of any class of labor or trade shall be indicated in the pertinent registers and eligible lists opposite the names of the applicants.

SEC. 4. An applicant registered in any eligible list of the Labor Service, whose appointment is rejected by the appointing officer or board, may be retained on said list, unless thus rejected by the appointing power twice.

SEC. 5. When the eligible list of any ward is exhausted, the certifications may be made from the eligible lists of other wards.

RULE XVII.

REQUISITION, CERTIFICATION AND EMPLOYMENT.

SECTION 1. When the services of laborers are required, the appointing officer or board shall notify the Board, stating the number needed, and the particular kind of labor for which they are needed, with the compensation.

SEC. 2. The Board shall thereupon certify to the appointing officer or board the names and residences of the number of men called for, and as many more as required by Section 2 of Rule V.

SEC. 3. In the case of unskilled labor to be performed under the supervision of the Ward Superintendents, the names certified shall be those of persons who have been for six months next preceding residents of the ward in which the labor is to be performed.

RULE XVIII.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person employed in any department of the Labor Service may be transferred to similar work in any other department of the Labor Service, or promoted to similar work in any other department of the Labor Service or to similar work in the Official Service in the same department, subject to the approval of the Board.

SEC. 2. Immediate notice of such transfer or promotion shall be given to the Board by the head of the department to which the employe is transferred, and such change, if approved by the Board, shall be certified to the Comptroller.

SEC. 3. Common and skilled laborers employed in any subdivision of public work which is divided into districts, and whose work requires special training, as in the sewerage sub-departments, water works and park service, may be entered in the Civil List under the general heading for such subdivision, with the needed sub-headings for each district; and they may be transferred in their respective sub-divisions from one district to another and re-transferred without formal notice to this Board from the appointing power.

This rule does not apply to the common laborers under Ward Superintendents.

EXHIBIT B.

REPORT

OF THE

Chief Examiner and Secretary

TO THE

BOARD OF CITY SERVICE COMMISSIONERS

OF THE

CITY OF MILWAUKEE.

JANUARY 1, 1906.

REPORT

OF THE

CHIEF EXAMINER AND SECRETARY.

MILWAUKEE, WIS., January 1, 1906.

To the Honorable the Board of City Service Commissioners:

GENTLEMEN—In compliance with the provisions of the Civil Service Law of this State, I have the honor to submit herewith to your Honorable Body the Eleventh Annual Report for the year 1905.

Upon the expiration of his four years' term of office in July last, Commissioner Edmund Grassler, after having held the office of president of the Board for one year, from July, 1904, to July, 1905, retired. Mr. Grassler, during his incumbency in office, served the city conscientiously, honestly, faithfully, and with signal ability. The Mayor appointed Mr. James Conroy in his place.

Mr. Conroy was a member of the first Board at its organization in 1895. Mr. Conroy duly qualified as Commissioner and took his seat at the meeting of the Board held July 17, 1905.

At the same meeting, upon motion of Commissioner Wm. W. McIntyre, Commissioner John H. Windfelder was duly elected President of the Board for the ensuing year. J. J. Vlach was unanimously re-elected Chief Examiner and Secretary.

The Board held ten meetings during the year, besides numerous informal conferences and consultations.

During the year twenty-three competitive and two non-competitive examinations were held for twenty-six different classes of official service. Six hundred five applicants were summoned by mail for examination; two hundred sixty-eight passed the examination, which is equal to sixty-four per cent. of those who appeared, and sixty-nine per cent. of those who finished the examination.

It will be observed from the above that the number of applicants examined in 1905 far exceeds the number examined in any previous year. That shows beyond a doubt, that the people of Milwaukee entertain ever increasing confidence in City Merit System—the frequent unmerited and unfounded criticism of some people notwithstanding.

The scope and character of each examination and the subject to enter into is determined by the Commission. As a rule the questions to be used in examinations are prepared by the Chief Examiner, under the supervision of the Board. Where special or technical knowledge of any kind is required, the assistance of persons of recognized standing in the vocation involved is called into requisition. All questions, however, of whatever nature, are reviewed, examined and passed upon by the Board before being used in an examination.

Besides the written examination in the official service, it has been deemed best to question the applicant orally, as this plan gives the examiner greater opportunity of ascertaining the applicant's fitness etc. In conducting these examinations I have always tried to be fair honest and impartial.

Applicants for the unskilled labor service are not subjected to any written test; they simply file written application with the Board and the same is entered on the labor list at the date of filing. If the labor applicant cannot write, the application blank may be filled out for him by some other person, the applicant signing his name or his mark.

An applicant for a position as a skilled laborer is required to furnish a certificate from a person in the trade which he wishes to follow, as to his competency as a workman in that trade.

As each application, whether official or labor, must be sworn to by the applicant before an officer duly authorized to take oath, before its filing, the applicants are at liberty to bring their applications to the office of the Civil Service Commission in person, and the Chief Examiner will administer the required oath gratis.

In all examinations requiring special or technical knowledge of any kind, as I mentioned before, questions are usually prepared by competent and experienced men, and they likewise assist in marking and rating the papers. These men have all done their work in a thorough

d conscientious manner, and their services thus rendered have been great value to the Board and to the City.

There have been no changes made in the Civil Service Rules during e year.

I am sorry to report that the several amendments to the existing ivil Service Law, introduced by the Commission through Senator . E. Roehr at the last session of the State Legislature, were defeated.

If the proposed amendments had been enacted into law, they would ave greatly fortified and strengthened the Merit System here. But nfortunately they were rejected one and all. Why? Only the Senate Committee on Corporation—that "solemn" and "august" body, ermeated through and through with a spirit of "reform," can answer.

I would again most urgently recommend the adoption of the mendment of Section 4, Rule V, which amendment should read:

> "The appointing officer or board may select the required number of names from those certified to him."
>
> "In all cases, where the appointees are not the first of the persons whose names are so certified, the officer or board making such appointment shall notify the Board of Civil Service Commissioners in writing of the reason for such action; and such appointment shall be subject to the approval of the Board and shall not be certified to the City Comptroller unless so approved."

The importance and far-reaching effect of the above rule is obvious. the law now stands, the appointing officer is at liberty to appoint y one from the certified list irrespective of his standing. Under the Pposed rule he would be compelled to appoint the one highest on the rtified list, and, if not, give grounds and sufficient reason why he l not do so.

I would further recommend the adoption of the following rule:

> "No city employe in the classified service, who shall have been appointed under the rules of Civil Service, shall be removed or discharged except for cause, upon written charges and after opportunity to be heard in his own defense. Such charges should be investigated by or before the Board of Civil Service Commissioners"

This rule, if it should be adopted, is of still more importance. It would guard the service against abuse, and protect employes from improper and flagrant removals. As the law now stands, the Board of Civil Service Commissioners is powerless to prevent arbitrary removals, and the employe so discharged has no redress whatever.

The City of Milwaukee has been honored by the National Civil Service Reform League, which held its annual meeting here December 14th and 15th. Men of national repute in the civil service movement were present.

At the last session of the State Legislature a State Civil Service Law has been passed, so that in the future all state employes, not exempt by law, will be under Civil Service Rules.

As usual, the Commission has practiced strict economy, and the expenses of the office have been kept well within the appropriation, as shown by the following financial statement:

FINANCIAL STATEMENT FOR THE YEAR.

From January 1 to December 31, 1905.

CIVIL SERVICE FUND:		
Appropriation for 1905	$4,000 00	
Total balance City Treasurer's office Dec. 31, 1904	218 46	
DISBURSEMENTS:		
Printing annual report		$165 [illegible]
Stationery and printing		185 [illegible]
Office fixtures and furniture		222 50
Advertising examinations		46 [illegible]
Postage		70 00
Newspaper subscriptions		14 00
Madison expenses		50 00
Salaries		3,219 96
Balance on hand Dec. 31, 1905		243 8[illegible]
	$4,218 46	$4,218 46

STATISTICS OF APPLICANTS

FOR THE

OFFICIAL SERVICE.

January 1, 1905, to December 31, 1905, inclusive.

A.	Total number of applicants	449
B.	Dropped for non-appearance or other reasons	184
C.	Examined during above period	419
D.	Not yet examined, awaiting examination	174
E.	Married	269
F.	Single	180
G.	Native born	332
H.	Foreign born	117
I.	Veterans	9
J.	Women	17
K.	Average age	34½ years.

NATIVITY OF 449 OFFICIAL APPLICANTS.

NATIVE BORN.

Milwaukee	210	North Dakota	2
Wisconsin (exclusive Mil.)	63	Connecticut	1
New York	16	Indiana	1
Illinois	9	Iowa	1
Pennsylvania	9	Kentucky	1
Michigan	8	Maine	1
Ohio	5	Massachusetts	1
Missouri	3	New Jersey	1
			332

About 74% native born.

(In giving percentages in statistical tables fractions are omitted.)

FOREIGN BORN.

Germany	68	Austria-Hungary	3
Poland	7	Denmark	3
Scotland	7	France	2
Bohemia	6	Sweden	2
England	6	Canada	1
Ireland	5	Holland	1
Norway	5	Russia	1
			137

Total, 449.

About 26% foreign born.

RESIDENCE IN UNITED STATES.

No. of Applicants.	Years.	No. of Applicants.	Years.
5	6 to 10	53	36 to 4[illegible]
7	11 to 15	46	41 to 4[illegible]
49	16 to 20	18	46 to 5[illegible]
126	21 to 25	12	51 to [illegible]
71	26 to 30	9	56 to [illegible]
46	31 to 35	7	61 to [illegible]
		449	

AGE OF APPLICANTS.

No. of Applicants.	Years.	No. of Applicants.	Years.
22	16 to 20	55	41 to 45
99	21 to 25	36	46 to 50
78	26 to 30	18	51 to 55
46	31 to 35	16	56 to 60
63	36 to 40	16	61 to 65
		449	

EXAMINATIONS FOR THE OFFICIAL SERVICE

During the Year 1905.

Date of Examination.	Position Sought.	Applicants invited to appear.	Applicants appeared.	Did not finish.	Finished.	Highest rating.	Lowest rating.	Failed.	Passed.
1905.	**COMPETITIVE.**								
Jan. 19....	Ward Superintendent.....	15	13	1	12	95.000	67.650	1	11
Jan. 26....	Assistant Health Commissioner	16	14	0	14	90.000	73.100	1	13
Apr. 11....	Bridge Tender 1st and	87	67	11	56	94.700	77.300	24	32
	2nd Class	...	...	...	...	99.100	32.400	...	...
Apr. 18....	House Drain Inspector	14	13	1	12	98.600	60.812	3	9
Apr. 27....	Meat Inspector.....	17	15	0	15	93.500	46.380	7	8
May 4....	Watchman.....	28	26	3	23	92.250	43.900	11	12
May 11....	Gardener	6	5	1	4	91.200	58.033	1	3
May 18....	Tunnel Inspector.....	7	7	0	7	86.075	48.900	3	4
May 25 ...	Clerk Second Grade.....	40	30	5	25	95.450	54.250	6	19
June 8....	Chemist	1	1	0	1	.....	.....	1	0
June 15....	Inspector of Public Buildings..	6	6	0	6	92.280	35.760	4	2
June 15....	Inspector of Street Work	13	11	1	10	93.885	75.405	0	10
June 15....	Museum Attendant.....	2	2	0	2	95.650	89.650	0	2
June 22....	Engineer Steam Road Roller..	4	4	0	4	90.600	82.600	0	4
June 22....	Insp'r of Bridge Construction	7	3	0	3	83.950	64.150	1	2
Sept. 15....	Chemist	3	3	0	3	97.550	83.200	0	3
Sept. 15....	Brick & Pipe Sewer Inspector	9	6	0	6	97.366	78.000	0	6
Sept. 15....	Inspector of Street Work.....	7	4	1	3	91.610	68.806	1	2
Oct. 12....	Tax Assessor..... ..	3	2	0	2	95.649	89 549	0	2
Oct. 26 & 31	Meter Reader.....	156	95	4	91	99.550	58.000	19	72
Nov. 16....	Sanitary Inspector	85	52	4	48	94.400	28.700	26	22
Dec. 15....	Clerk of First Grade.....	34	16	0	16	99.000	36.000	7	9
Dec. 22....	Janitor First Class.....	43	24	1	23	99.867	52.300	4	19
		603	419	33	386	99.867	28.700	120	266
	NON-COMPETITIVE.								
Jan. 31....	Janitrix.....	1	1	0	1	.....	.....	0	1
Apr. 14....	Messenger School Dept.....	1	1	0	1	.....	.....	0	1
		605	421	33	388	.....	.....	120	268

PERCENTAGES ATTAINED BY APPLICANTS WHO FINISHED THE EXAMINATION, EXCLUSIVE APPLICANTS FOR NON-COMPETITIVE EXAMINATION.

28 **applicants attained**..... 95 to 100%
46 **applicants attained**..... 90 to 95%
60 **applicants attained**..... 85 to 90%
77 **applicants attained**..... 80 to 85%
55 **applicants attained**..... 75 to 80%
120 **applicants attained less than**..... 75%
386

During the year 1905, 605 applicants were called by mail for examination; 421, or 70%, appeared; 388, or 92% of those who appeared, finished the examination; 268 passed the examination successfully, which is equal to 45% of those called, 64% of those who appeared, and 69% of those who finished the examination.

NATIVITY OF OFFICIAL ELIGIBLES.

December 31, 1905.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	189	Germany	50
Wisconsin (exclusive Mil.)	87	Scotland	10
New York	13	Bohemia	8
Michigan	10	England	8
Ohio	9	Austria-Hungary	5
Pennsylvania	6	Ireland	3
Illinois	4	Sweden	3
Missouri	4	Canada	2
Kentucky	3	Denmark	2
Massachusetts	3	Norway	2
Iowa	2	Poland	2
Maine	2	France	1
Nebraska	2	Holland	1
California	1	Switzerland	1
Connecticut	1		98
Indiana	1		
Kansas	1		
Minnesota	1		
New Jersey	1		
Vermont	1		
	341		

Total, 439.

78% Native Born. 22% Foreign Born.

APPOINTMENTS IN THE OFFICIAL SERVICE.

During the Year 1905.

To Take Effect.	Name.	Position.
1905.	BUILDING INSPECTOR'S DEPARTMENT.	
Apr. 1....	Wm. Gathke.....	Assistant Inspector of Buildings.
Sept. 1....	Frank J. Smrz.....	Assistant Inspector of Buildings.
Sept. 8....	Wm. Francis Galgey....	Clerk Second Grade.
	CITY ENGINEER'S DEPARTMENT.	
May 6....	Henry Berenson.....	Chainman.
	WATER SUBDEPARTMENT.	
June 1....	Louis Harris.....	Watchman at Reservoir.
June 15....	Alfred Free	Watchman Meter and Distribution Subdepartment.
	HEALTH DEPARTMENT.	
May 10....	W. F. C. Witte.....	Assistant Health Commissioner.
Aug. 4....	Edw. F. Allee.....	Meat Inspector.
May 1....	Albert Fuchs.....	Sanitary Inspector.
Nov. 1....	Chas. M. Schoen.....	Chemist.
	JOHNSTON EMERGENCY HOSPITAL.	
Apr. 2....	Clarence E. Burdick....	Engineer and Janitor.
	PARK DEPARTMENT.	
Aug. 1....	Jos. B. Forrestal.....	Engineer Steam Road Roller.
	PUBLIC LIBRARY DEPARTMENT.	
May 1....	Florence C. Murphy....	Substitute Assistant.
May 1....	Laura Weihe.....	Substitute Assistant.
May 1....	Alma Silber.....	Substitute Assistant.
	PUBLIC MUSEUM DEPARTMENT.	
Jan. 1....	Henry E. Eichfeld.....	Attendant.
July 18....	Marie Alice Pluck.....	Attendant.
	PUBLIC LIBRARY AND MUSEUM DEPARTMENTS, Jointly.	
Oct. 1....	Fred. P. Netz.....	Fireman.

APPOINTMENTS IN THE OFFICIAL SERVICE—Conti

During the Year 1905.

To Take Effect.	Name.	Position.
	PUBLIC WORKS DEPARTMENT.	
Mch. 1....	Edw. J. McGrath.....	Clerk.
Apr. 1....	Martin J. Schiffer.....	Clerk.
Jan. 10....	Hubert Schroeder.....	Superintendent 5th Ward.
Mch. 1....	Wm. P. Schumacher....	Superintendent 17th Ward.
Mch. 1....	Joseph Skierawski.....	Superintendent 18th Ward.
June 26....	Adolph Kellner.....	Inspector of Pipe Sewers.
June 26....	Nic Schneider.....	Inspector of Pipe Sewers.
Nov. 1....	Frank Bartoszewicz....	Inspector of Brick and Pipe Se
Nov. 1....	Wm. Fowles.....	Inspector of Brick and Pipe Se
Nov. 1...	Mike Skowronski.....	Inspector of Brick and Pipe Se
Aug. 1....	Richard W. Forrestal...	Tunnel Inspector.
Aug. 16....	Maurice Bowler.....	Tunnel Inspector.
July 1....	Michael A. Boyer.....	House Drain Inspector.
July 1....	Robert M. McGuckin...	House Drain Inspector.
July 1....	John Stanioch.....	House Drain Inspector.
Sept. 7....	Charles Buscher.....	House Drain Inspector.
Aug. 1....	Richard W. Forrestal...	Inspector of Street Work.
Aug. 1....	Chas. B. Mundstock....	Inspector of Street Work.
Aug. 1....	Patrick J. Grogan.....	Inspector of Street Work.
July 25....	Henry Weinheimer.....	Inspector of Street Work.
Aug 12....	Martin Bensing.....	Inspector of Street Work.
Aug. 17....	Chas. A. Winters.....	Inspector of Street Work.
Sept. 1....	Thomas Reilly.....	Inspector of Street Work.
Sept. 1....	Thomas J. Ford.....	Inspector of Street Work.
Sept. 15....	John C. Jaskowski.....	Inspector of Street Work.
July 31....	Chas. L. Dore.....	Inspector of Cement Sidewalks.
Aug. 1....	Stanley Warzala.....	Engineer Steam Road Roller.
Aug. 1....	John J. McGrath.....	Engineer Steam Road Roller.
Aug. 1....	Chas. J. Trapschuh.....	Inspector of Bridge Constructio
Oct. 1....	Walter J. Murray.....	Superintendent of Bridges.
Apr. 1....	John Chambers.....	Bridge Tender.
June 1....	Edw. Allee.....	Bridge Tender.
June 1....	John A. Campbell.....	Bridge Tender.
June 1....	John Devine.....	Bridge Tender.
June 1....	Seth W. Powers.....	Bridge Tender.
June 1....	Patrick W. Sullivan....	Bridge Tender.
June 1....	Edwin J. Baldwick.....	Bridge Tender.
June 10....	Patrick O'Connor.....	Bridge Tender.
June 12....	Peter Hanson.....	Bridge Tender.
Nov. 1....	Mike Hogan.....	Bridge Tender.
Nov. 4....	Jacob W. Goetz.....	Bridge Tender.
Nov. 1....	Aug. Rehwinkel.....	Bridge Tender.
Nov. 1....	Nicholas D. Sinnott....	Bridge Tender.
Nov. 1....	William Pohlmann.....	Bridge Tender.
June 1....	Rudolph J. Haas.....	Fireman at City Hall.
June 6....	Jerry W. Egan.....	Fireman at South Side Natator
June 1....	John J. Wroblewski....	Assistant Superintendent at So Side Natatorium.

APPOINTMENTS IN THE OFFICIAL SERVICE—Continued.

During the Year 1905.

To Take Effect.	Name.	Position.
	SCHOOL DEPARTMENT.	
Jan. 23....	Hulda Kemp.....	Stenographer.
May 19....	Frederick A. Mueller...	Messenger.
Nov. 15....	Peter Weber.....	Janitor 1st Dist. School.
Aug. 13...	Max Kratzat.....	Janitor 5th Dist. School.
Nov. 1...	Henry Rathke.....	Janitor 8th Dist. School No. 2.
Jan. 1...	Geo. W. Ball.....	Janitor 12th Dist. School No. 2.
June 1....	John W. Tonsor.....	Janitor 15th Primary School.
Feb. 1....	Mrs. Ida Pauls.....	Janitrix School for Deaf.
	TAX DEPARTMENT.	
Dec. 20...	John M. Behling.....	Assessor 15th Ward.
Mch. 1....	Frank F. Schultz.....	Assessor 21st Ward.
	WATER REGISTRAR'S DEPARTMENT.	
Mch. 1....	Frank W. Effinger.....	Meter Reader.

PROMOTIONS AND TRANSFERS IN THE OFFICIAL SERVICE.

During the Year 1905.

To Take Effect.	Name.	Position.
1905.	HEALTH DEPARTMENT.	
May 1....	Harry Kiehl.....	Sanitary Inspector to Milk Inspector.
	PUBLIC LIBRARY DEPARTMENT.	
June 1...	Jos. V. Cargill.....	Assistant to Superintendent Circulating Department.
June 19...	Susan W. Chapman....	Assistant to Substitute Assistant.
May 22....	Adeline Burns.....	Evening Assistant to Day Assistant.
May 22...	Marion Holloway.....	Substitute Assistant to Evening Assistant.
June 19....	Priscilla H. Coad.....	Substitute Assistant to Regular Assistant.

PROMOTIONS AND TRANSFERS IN THE OFF SERVICE—Continued.

During the Year 1905.

To Take Effect.	Name.	Position.
	PUBLIC LIBRARY AND MUSEUM DEPARTMENTS,	
Oct. 1....	Fred. Ruck	Assistant Engineer to Chief
Oct. 1....	Wm. Winkel.....	Fireman to Assistant Engi
	PUBLIC WORKS DEPARTMENT.	
Jan. 1....	L. P. Bellinghausen ...	Clerk to Assessment Clerk.
Mch. 9....	James A. Skiba	Clerk Public Works Dept. plaint Clerk Health Dept
Jan. 1....	Cornelius Johnson.....	Fireman to Oiler, City Hal
Apr. 1....	Patrick Sullivan.....	Bridge Tender Muskego A to same position 6th Ave
Sept. 1....	Edw. J. Baldwick.....	Bridge Tender Muskego A to same position Oneida
Nov. 1....	John Chambers	Bridge Tender Buffalo St. same position W. Water
Nov. 1....	John A. Campbell.....	Bridge Tender First Ave. same position Buffalo St
Nov. 1....	Henry Bloss.....	Bridge Tender Grand Ave. same position W. Water
Nov. 1....	Albert Milbrath.....	Bridge Tender West Water to same position Buffalo
Nov. 1....	John Devine.....	Bridge Tender State Street same position Huron St.
Nov. 1....	Richard Hoestermann..	Bridge Tender Buffalo St. same position Pleasant S
Nov. 1....	John Driscoll.....	Bridge Tender West Water to same position Sixth S
Nov. 1....	H. Danischefsky.....	Bridge Tender Chestnut St. same position Pleasant S
Nov. 1....	John Schlehlein.....	Bridge Tender Pleasant St. same position Chestnut S
	SCHOOL DEPARTMENT.	
Feb. 4....	C. E. Burdick.....	Janitor 22nd Primary Scho position 15th Primary S
Feb. 4...	Gustav Piton.....	Janitor 15th Primary Scho position 22nd Primary Sc
Aug. 13....	Peter Heipp.....	Janitor 5th District Schoo position 16th District Sch
Sept. 1....	Henry L. Westphal.....	Janitor 19th District Schoo position West Division Hi
	WATER REGISTRAR'S DEPARTMENT.	
Mch. 1....	Wm. Burghardt.....	Meter Reader to Clerk.
Mch. 1....	Louis Meier.....	Tap and Permit Clerk to tendent of Meters.

CHANGES IN THE OFFICIAL SERVICE.

During the Year 1905.

Appointments	76	Deaths	7
Promotions and Transfers	28	Suspensions	1
Changes of Salary (excepting promotions and transfers)	64	Discharges	2
Resignations	16	Emergency Appointments	112

NATIVITY OF APPOINTEES IN THE OFFICIAL SERVICE.

Appointed During the Year 1905.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	32	Germany	10
Wisconsin (exclusive Mil.)	9	Austria-Hungary	4
New York	7	Ireland	2
Illinois	5	Poland	1
Pennsylvania	2	Russia	1
Iowa	1	Scotland	1
Michigan	1		19
	57		

Total, 76.

75% Native Born. 25% Foreign Born.

STATISTICS OF APPLICANTS FOR THE LABOR SERVICE.

During the Year 1905.

A.	Total number of applicants	390
B.	Married	299
C.	Single	91
D.	Native born	135
E.	Foreign born	255
F.	Veterans	3
G.	Women	27
H.	Can read and write English	241
I.	Can read and write foreign languages	260
J.	Cannot read and write any language	37

STATISTICS OF APPLICANTS FOR SKILLED LABOR.

During the Year 1905.

NATIVE BORN.		FOREIGN BORN.
Milwaukee	21	Germany
Wisconsin (exclusive Mil.)	5	Norway
Pennsylvania	2	Austria-Hungary
Connecticut	1	England
Michigan	1	France
Ohio	1	Holland
New York	1	Ireland
	32	Italy

Total, 52.

62% Native Born. 38% Foreign Born.

AGE.		RESIDENCE IN U. S.	
No. of Applicants.	Years.	No. of Applicants.	Yea
2	16 to 20	2	6 to
9	21 to 25	3	11 to
9	26 to 30	3	16 to
2	31 to 35	15	21 to
4	36 to 40	8	26 to
7	41 to 45	7	31 to
8	46 to 50	3	36 to
4	51 to 55	5	41 to
7	56 to 60	4	46 to
52		1	51 to
		1	56 to
		52	

Have families dependent upon them for support.....

Freeholders .....

Veterans ..... No

Can read and write English.....

Can read and write English and German.....

Can read and write English and Dutch.....

Can read and write English and Norwegian	2
Can read and write English and Italian	1
Can read and write English, German and French	1
Can read and write German	1
Can read and write Polish	1
Can read and write Norwegian	1
Cannot read and write any language	1
	52

STATISTICS OF SKILLED LABOR ELIGIBLES.

December 31, 1905.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	38	Germany	44
Wisconsin (exclusive Mil.)	9	Austria-Hungary	3
New York	3	Italy	3
Michigan	2	Ireland	2
Pennsylvania	2	Norway	2
Connecticut	1	France	1
Illinois	1	Holland	1
Kansas	1		56
Minnesota	1		
New Hampshire	1		
Ohio	1		
South Carolina	1		
U. S. (state not given)	1		
	62		

Total, 118.

53% Native Born. 47% Foreign Born.

AGE OF SKILLED LABOR ELIGIBLES.

No. of Eligibles.	Years.	No. of Eligibles.	Years.
14	21 to 25	11	46 to 50
18	26 to 30	12	51 to 55
11	31 to 35	16	56 to 60
18	36 to 40	6	61 to 67
12	41 to 45	118	

Can read and write English	50
Can read and write English and German	43
Can read and write German	5
Can read and write German and Polish	2
Can read and write English, German and French	2
Can read and write English and Polish	2
Can read and write English and Italian	2
Can read and write English and Dutch	2
Can read and write English and Norwegian	1
Can read and write English, German and Polish	1
Can read and write Italian	1
Can read and write Norwegian	1
Cannot read and write any language	4
	118

STATISTICS OF APPLICANTS FOR COMMON LABOR.

During the Year 1905.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	54	Germany	150
Wisconsin (exclusive of Mil.)	18	Poland	30
New York	9	Austria-Hungary	11
Michigan	4	Ireland	10
Illinois	3	Bohemia	9
Iowa	3	Syria	5
Missouri	3	Russia	4
Pennsylvania	3	Denmark	3
Indiana	1	Italy	3
Nebraska	1	England	2
New Jersey	1	Holland	2
Ohio	1	Switzerland	2
Tennessee	1	New Foundland	1
Virginia	1	Norway	1
	103	Scotland	1
		Turkey	1
			235

Total, 338.

30% Native Born. 70% Foreign Born.

AGE.		RESIDENCE IN U. S.	
No. of Applicants.	Years.	No. of Applicants.	Years.
3	16 to 20	4	3 to 5
27	21 to 25	12	6 to 10
29	26 to 30	23	11 to 15
34	31 to 35	43	16 to 20
35	36 to 40	89	21 to 25
30	41 to 45	35	26 to 30
32	46 to 50	55	31 to 35
38	51 to 55	32	36 to 40
47	56 to 60	11	41 to 45
32	61 to 65	18	46 to 50
20	66 to 70	6	51 to 55
9	71 to 75	7	56 to 60
2	76 to 80	2	66 to 70
		1	71 to 75
338		338	

Have families dependent upon them for support	266
Freeholders	124
Veterans	3
Women	27

Can read and write English and German	97
Can read and write English	68
Can read and write German	62
Can read and write Polish	22
Can read and write German and Polish	15
Can read and write English and Polish	9
Can read and write English, German and Polish	5
Can read and write English and Bohemian	4
Can read and write English and Danish	3
Can read and write Syrian	3
Can read and write English and Dutch	2
Can read and write English, German and Bohemian	2
Can read and write Bohemian	2
Can read and write Slavonic	2
Can read and write English and Syrian	1
Can read and write English and Welsh	1
Can read and write English, Polish, Russian and Lithuanian	1
Can read and write German and Bohemian	1
Can read and write Russian and Hebrew	1
Can read and write Italian	1
Cannot read and write any language	36
	338

LABOR ELIGIBLE LISTS.

In Force December 31, 1905.

SKILLED LABORERS.

Blacksmiths	6	Machinists for Electrical Work.	1
Bridge Carpenters	14	Machinists for Water Dept	1
Bridge Iron Worker	1	Painters	14
Bridge painters	24	Plumbers	2
Bridge Painters and Sailors	12	Slater	1
Carpenters	16	Steamfitters	2
Carpenters and Cabinet Makers.	2	Steamfitters for Gas Engine Repairing	2
Hardwood Finisher	1	Steamfitters for Hot Water System	1
Locksmith	1	Steamfitters for Johnson Syst'm.	1
Masons and Plasterers	1	Steamfitters for Water Dept	1
Brick Masons	3	Tinner	1
Sewer Masons	1		
Machinists	9		

WARD LABORERS.

First Ward	8	Thirteenth Ward	42
Second Ward	20	Fourteenth Ward	45
Third Ward	16	Fifteenth Ward	5
Fourth Ward	7	Sixteenth Ward	4
Fifth Ward	20	Seventeenth Ward	16
Sixth Ward	9	Eighteenth Ward	22
Seventh Ward	8	Nineteenth Ward	12
Eighth Ward	19	Twentieth Ward	30
Ninth Ward	42	Twenty-first Ward	8
Tenth Ward	29	Twenty-second Ward	33
Eleventh Ward	32	Twenty-third Ward	10
Twelfth Ward	32		

MISCELLANEOUS SPECIAL COMMON LABORERS.

Assistant Tapper	1
Boatman East Side Parks	1
Boatman West Side Parks	5
Boatman South Side Parks	6
Bridge Laborers	11
Bridge Sweeper	1
Bridge Helper	8
Cleaner Public Buildings (male)	15
Cleaner and Window Washer Public Buildings	13
Cleaner at Pumping Stations	7
Helper at Pumping Stations	15
Laborer at Pumping Stations	13
Laborer at Kilbourn Park	1
Custodian of Golf Links	1
Custodian of Golf Links at Mitchell Park	1
Custodian of Golf Links at Kosciuszko Park	1
Coal Passer	26
Electric Crane Operator	1
Electrician's Helper	10
Electrician's Helper (Bridge Department)	1
Helper at Public Buildings	1
Laborer Garbage Plant (not yet placed under Civil Service Rules)	23
Machinists' Helper	5
Meter Repairer	25
Office Cleaner (female)	75
Park Labor, East Side	12
Park Labor, West Side	28
Park Labor, South Side	30
Paver	25
Pound Driver	1
Plumber's Helper	1
Public Library:	
Book Sewing	2
Paster	1
Laborer	4
School Repair Department:	
Helper and Laborer	4
Helper and Laborer, Johnson System	1
Helper and Laborer, Heat Regulating System	3
Helper and Laborer, Heat Regulating and Plumbing	1
Sewer Cleaner	7
Sewer Laborer, East Side	4
Sewer Laborer, West Side	3
Sewer Laborer, South Side	3
Steamfitters' Helper	10
Teamster	10
Teamster Meter and Distribution Department	4
Teamster, School Department	1
Water Department:	
Helper, Meter and Distribution Department	56
Laborer	12
Turn-on-and-off-man	24

APPOINTMENTS IN THE LABOR SERVICE.

During the Year 1905.

PUBLIC WORKS DEPARTMENT.

WARDS.

To Take Effect	Name.	No. of Ward.	Position.
1905.			
May 25...	John J. McCaig.....	1st	Common Laborer.
July 28....	John Haley.....	1st	Common Laborer.
May 22....	Ernst Vanko.....	2nd	Paver.
Nov. 1....	Vincent Mangino.....	3rd	Common Laborer.
Mch. 1....	John Brophy.....	4th	Common Laborer.
Mch. 1....	Geo. W. Purdy.....	4th	Common Laborer.
Mch. 1....	Thomas Delaney.....	4th	Common Laborer.
May 1....	Richard Frenn.....	4th	Common Laborer.
May 1....	Phillip Erath.....	4th	Common Laborer.
May 1....	Frank Malloy.....	4th	Common Laborer.
May 1....	John C. Corbett.....	4th	Common Laborer.
May 1....	Francis Winter.....	4th	Common Laborer.
Sept. 18....	Barnum Van Houten.....	4th	Common Laborer.
Sept. 18....	Laurence Nolan.....	4th	Common Laborer.
Sept. 18....	Abda a Herro.....	4th	Common Laborer.
July 12....	James Fohey.....	5th	Paver.
Aug. 1....	Henry Mackell.....	5th	Paver.
April 1....	John Neimeier.....	6th	Common Laborer.
April 20....	Ernst Kluge, Sr.....	6th	Common Laborer.
May 1....	Chas. N. Hajencolla.....	7th	Common Laborer.
May 1...	Jos. Hipp.....	7th	Common Laborer.
May 1....	Herman Leonhardt.....	7th	Common Laborer.
May 1....	Julius Wirth.....	7th	Common Laborer.
Aug. 4...	John J. Duggan.....	7th	Common Laborer.
Oct. 1....	Louis Lustfield.....	7th	Common Laborer.
Oct. 10....	Chas. Wolgast.....	8th	Common Laborer.
April 17....	Albert Biesel.....	10th	Paver.
June 15....	John Posedink.....	10th	Paver.
May 1....	Josef Talatzka.....	12th	Paver.
May 1....	Joseph Czeska.....	12th	Paver.
May 1....	Frank Ziarnek.....	12th	Paver.
May 11....	Joseph Roseczyzewski.....	12th	Paver.
Aug. 22....	John Czerwinski.....	12th	Paver.
May 1....	Thomas Benka.....	12th	Common Laborer.
May 1....	Paul Dzierzeski.....	13th	Paver.
Aug. 4....	Franz Fritzke.....	13th	Paver.
Jan. 26....	Aug. Baumann.....	15th	Common Laborer.

NTMENTS IN THE OFFICIAL SERVICE—Continued.

During the Year 1905.

E	Name.	No. of Ward.	Position.
...	Heinrich Krueger.....	15th	Common Laborer.
...	John Haas.....	15th	Common Laborer.
...	Peter J. McIntyre, Sr....	16th	Common Laborer.
...	Chas. Hayden.....	16th	Common Laborer.
...	Thomas F. Sexton.....	16th	Common Laborer.
...	Frederick Goerkee.....	17th	Paver.
...	Stephen Mokelke.....	17th	Paver.
...	John Domnik.....	17th	Common Laborer.
...	Lawrence Friedrick.....	17th	Common Laborer.
...	John Brozek.....	18th	Paver.
...	John Kant.....	18th	Paver.
...	John O'Rourke.....	18th	Common Laborer.
...	John Weseli.....	18th	Common Laborer.
...	Casimir Ertmanczyk.....	18th	Common Laborer.
...	Peter Machajewski.....	18th	Common Laborer.
...	Larry Higgins.....	18th	Common Laborer.
...	Andrew Gierszewski.....	18th	Common Laborer.
...	Thomas Zinda.....	18th	Common Laborer.
...	Paul Wojciechowski.....	18th	Common Laborer.
...	Ignatz Trzecinski.....	18th	Common Laborer.
...	James McGee.....	18th	Common Laborer.
...	Herman Lux.....	19th	Common Laborer.
...	Anton Ternes.....	19th	Paver.
...	John Wullner.....	20th	Common Laborer.
...	Frank Slominski.....	21st	Common Laborer.
...	Chas. E. Schnell.....	21st	Common Laborer.
...	August Braatz.....	21st	Common Laborer.
...	Gustav Rosner.....	21st	Common Laborer.
...	Karl Rydzewski.....	21st	Common Laborer.
...	Fritz Pauls.....	21st	Common Laborer.
...	Charles Mau.....	23rd	Common Laborer..
...	Christian Luckmann.....	23rd	Common Laborer.
...	John Buzjan.....	23rd	Common Laborer.
...	Fred. Trinkle.....	23rd	Common Laborer.

APPOINTMENTS IN THE LABOR SERVICE—Continued.

During the Year 1905.

MISCELLANEOUS SUBDEPARTMENTS.

To Take Effect	Name.	Position and Subdepartment.
1905.		
Jan. 1....	Louis Marshall.....	Teamster Bridge Repair Department.
June 21....	Edward Cooke.....	Teamster Bridge Repair Department.
Jan. 5....	Geo. M. Jacoby.....	Helper to Electrician, Bridge Repair Department.
May 12....	Bert L. Wright.....	Painter Bridge Repair Department.
May 12....	Joseph Collins.....	Painter Bridge Repair Department.
June 1....	Wm. Crimmins.....	Painter Bridge Repair Department.
June 8...	Stephen Connell.....	Painter Bridge Repair Department.
June 14....	Fred. Andrews.....	Painter Bridge Repair Department.
June 14....	John M. Dwyer.....	Painter Bridge Repair Department.
Sept. 27....	John Steinbach.....	Painter and Sailor Bridge Repair Department.
Aug. 1....	Mathias Paust.....	Carpenter Bridge Repair Department.
Aug. 15....	Knut Evenson.....	Carpenter Bridge Repair Department.
June 1...	Llewellyn Couillard.....	Carpenter and Iron Worker Bridge Repair Department.
May 12....	Anton Caban.....	Sweeper Sixth Street Viaduct.
Aug. 23....	Andrew Rittleat.....	Sweeper Sixth Street Viaduct.
Sept. 1....	Richard W. Casey.....	Sweeper Kinnickinnic Avenue Bridge.
Nov. 2...	Anton Caban.....	Sweeper Sixteenth Street Bridge.
Feb. 1....	Michael Rogaszewski.....	Laborer East Sewerage District.
Mch. 1....	Martin Krzeminski.....	Laborer West Sewerage District.
May 1....	Wilhelm Mann.....	Laborer West Sewerage District.
May 1....	Nicholas Ernser.....	Laborer West Sewerage District.
May 1....	Aug. Althoff.....	Laborer West Sewerage District.
June 12....	John Babicky.....	Laborer West Sewerage District.
Aug. 1....	Peter Provo.....	Laborer West Sewerage District.
Aug. 28....	Carl Greve.....	Laborer West Sewerage District.
Oct. 1....	George Stich.....	Laborer West Sewerage District.
June 1....	John Szpera.....	Cleaner South Sewerage District.
Aug. 21....	Thomas Budnik.....	Cleaner South Sewerage District.
June 1....	John Gatzka.....	Laborer South Sewerage District.
June 1....	Joseph Balcerzak.....	Laborer South Sewerage District.
June 1....	Anton Krajenka.....	Laborer South Sewerage District.
June 1...	Harrison Baxter.....	Bath House Attendant.
June 1....	Silverius A. Eline.....	Bath House Attendant.
June 1....	John Daly.....	Bath House Attendant.
July 18....	James Scully.....	Bath House Attendant.

APPOINTMENTS IN THE LABOR SERVICE—Continued.

During the Year 1905.

PARK DEPARTMENT.

To Take Effect	Name.	Position.	Place of Employment.
1905.			
April 28....	Martin Joswiak.....	Common Laborer.	Kosciuszko Park.
April 28....	Henry Bielefeld.....	Common Laborer.	Kosciuszko Park.
April 28....	Vincent J. Golatka.....	Common Laborer.	Kosciuszko Park.
April 28....	Joseph J. Jones.....	Common Laborer.	Kosciuszko Park.
April 28....	Stanislaus Kowalewski...	Common Laborer.	Kosciuszko Park.
April 28....	Jos. Talatzko.....	Common Laborer.	Kosciuszko Park.
Nov. 13....	Herman Bartz.....	Custodian	Kosciuszko Park.
June 1....	Thos. J. McLaughlin.....	Custodian Pavilion	Lake Park.
Sept. 12....	Alois Rott.....	Custodian.....	Mitchell Park.
April 4....	John Nitkowski.....	Common Laborer.	Mitchell Park.
April 4....	Kasimir Pluskota.....	Common Laborer.	Mitchell Park.
April 6....	John J. Benka.....	Common Laborer.	Mitchell Park.
April 6....	Stanislaus Milecki.....	Common Laborer.	Mitchell Park.
April 6....	Frank Frank.....	Common Laborer.	Mitchell Park.
April 26....	James Kneeland.....	Common Laborer.	Mitchell Park.
April 26....	Jacob Rybak.....	Common Laborer.	Mitchell Park.
April 26....	Friederick Trinkle.....	Common Laborer.	Mitchell Park.
April 26....	Stephen Kuks.....	Common Laborer.	Mitchell Park.
April 26....	J. Lewandowski.....	Common Laborer.	Mitchell Park.
April 26....	Wojcieck Rogacki.....	Common Laborer.	Mitchell Park.
June 13....	Michael Huntowski.....	Common Laborer.	Mitchell Park.
June 13....	Julius T. Krzeszewski....	Common Laborer.	Mitchell Park.
June 13....	Stanislaus Brzeszewski...	Common Laborer.	Mitchell Park.
June 13....	Valentin Krzyzanowski..	Common Laborer.	Mitchell Park.
June 13....	Martin Brodkowski.....	Common Laborer.	Mitchell Park.

APPOINTMENTS IN THE LABOR SERVICE—Continued.

During the Year 1905.

PUBLIC LIBRARY DEPARTMENT.

To Take Effect	Name.	Position.
1905.		
June 1....	Edw. Elmer.....	Assistant Binder.
Sept. 12....	Fred. Kuhl.....	Assistant Binder.
Dec. 7....	Jos. Henne.....	Assistant Binder.
June 26....	Amanda Miski.....	Paster in Bindery.
July 15....	Hannah Bugelmann.....	Book Sewing.
July 24....	Laura Schweitzer.....	Book Sewing.
Oct. 23....	Louise Eggert.....	Substitute Office Cleaner.

SCHOOL DEPARTMENT.

To Take Effect	Name.	Position.
1905.		
June 15....	Aug. Janke.....	Carpenter.
June 15....	Thos. H. White.....	Carpenter.
June 15....	Carl Humboldt.....	Carpenter.
June 16....	Mathias Paust.....	Carpenter.
June 19....	Joachim Voege.....	Carpenter.
June 19....	John Donley.....	Carpenter.
June 19....	Paul Ruffing.....	Carpenter.
June 26....	Alois Kachlmeier.....	Carpenter.
June 27....	Andrew M. Olson.....	Carpenter.
June 23....	Henry W. Beyersdorf....	Painter.
June 26....	Oscar G. Draeger.....	Painter.
June 26....	Wm. Cochrane.....	Painter.
July 3....	O. A. Keyes.....	Painter.
June 21....	Geo. W. Finnern.....	Common Laborer.

APPOINTMENTS IN THE LABOR SERVICE—Continued.

During the Year 1905.

CITY ENGINEER'S DEPARTMENT.

To Take Effect	Name.	Position and Subdepartment.
1905.		
Mch. 13....	Michael J. Rydlewicz.....	Steamfitter's Helper Meter and Distribution Department.
April 10....	John Kappel, Jr.....	Teamster Meter and Distribution Department.
May 1....	J. W. Behling.....	Assistant Tapper Meter and Distribution Department.
Aug. 10....	Henry R. Ludwig.....	Meter Repairer Meter and Distribution Department.
May 25....	John M. Puerner.....	Laborer Meter and Distribution Dept.
June 26....	Bernard Domachowski...	Laborer Meter and Distribution Dept.
July 3....	Thomas Novotny.....	Laborer Meter and Distribution Dept.
July 3....	Jacob B. Bosl.....	Laborer Meter and Distribution Dept.
July 10....	Frank Budnik.....	Laborer Meter and Distribution Dept.
July 25....	Paul Odega.....	Laborer Meter and Distribution Dept.
Oct. 5....	Lucas Lorbiecki.....	Laborer Meter and Distribution Dept.
Nov. 1....	Johan Scharmach.....	Laborer Meter and Distribution Dept.
Nov. 7....	Fred. Henning.....	Laborer Meter and Distribution Dept.
Nov. 15....	John Stolz.....	Laborer Meter and Distribution Dept.
April 18....	Henry C. Ziegenhagen...	Laborer North Point Pumping Station.
May 8....	Ladislaus Kotecki.....	Laborer Pumping Stations.
May 8....	August Borowski.....	Laborer Pumping Stations.
May 25....	Christ. Edw. Stark.....	Laborer Pumping Stations.
Aug. 4....	John B. Kannaby.....	Laborer Pumping Stations.
June 2....	Frank Jekel.....	Laborer Kilbourn Park.
June 2....	J. J. F. Mueller.....	Laborer Kilbourn Park.
July 8....	Fred. Ehlers, Jr.....	Laborer Kilbourn Park.
July 8....	John Waranka.....	Laborer Kilbourn Park.

NATIVITY OF EMPLOYES IN THE LABOR SERVICE.

December 31, 1905.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	126	Germany	701
Wisconsin, exclusive Milwaukee	46	Ireland	69
New York	25	Poland	41
Massachusetts	5	Austria-Hungary	36
Illinois	4	Italy	24
Vermont	4	Bohemia	17
Michigan	3	England	14
Ohio	3	Norway	12
Pennsylvania	3	Syria	11
Maryland	2	Holland	10
Connecticut	1	Sweden	5
Missouri	1	Switzerland	4
Nebraska	1	Scotland	3
Virginia	1	Canada	2
U. S. (State not given)	2	France	2
	227	Russia	2
		Sicily	2
		Wales	2
		Denmark	1
		Europe	1
			959

Known	1,186
Unknown	40
Total	1,226

19% Native Born. 81% Foreign Born.

TOTAL CHANGES IN THE CITY SERVICE

During the Year 1905.

Appointments in the Official Service	76		
Appointments in the Labor Service	175		
		251	
Promotions and transfers in the Official Service	28		
Promotions from Labor to Official Service	6		
Promotions and transfers in the Labor Service	31		
		65	
Separations from the Official Service	26		
Separations from the Labor Service	115		
		141	
Total changes of all kinds (excepting temporary changes, leave of absence and "lay-offs")			457

TOTAL NUMBER OF ALL PERSONS IN THE CITY CIVIL SERVICE OF MILWAUKEE.

I. UNDER CIVIL SERVICE RULES:			
A. UNDER THE BOARD OF CITY SERVICE COMMISSIONERS—			
In the Official Service	578		
In the Labor Service	1,226		
In both branches		1,804	
B. UNDER THE BOARD OF FIRE AND POLICE COMMISSIONERS—			
In the Fire Department	410		
In the Police Department	369		
In both branches		779	
C. UNDER THE BOARD OF SCHOOL DIRECTORS—			
Principals, Teachers and Truant Officers		1,030	
Total number of persons under Civil Service Rules of the three branches			3,613
II. NOT UNDER CIVIL SERVICE RULES.			
D. ELECTIVE OFFICERS—			
Mayor, Comptroller, Treasurer, Attorney	4		
Aldermen	46		
Clerk of Municipal Court	1		
Judges	2		
Justices of the Peace	11		
Constables	11		
Total number of exempted elective officers		75	
E. APPOINTIVE OFFICERS—			
1. Salaried Officers:			
Heads of Departments ... 11			
Deputies ... 8			
Cashier ... 1			
Secretaries ... 4			
Treasurer's Clerks ... 2			
Assistant City Attorneys ... 4			
Assistant City Engineer ... 1			
Assistant Clerks of Municipal Court ... 2			
Court Reporter ... 1			
Court Janitor ... 1			
Weigh Masters (receiving one-half of proceeds) ... 2			
School Superintendent ... 1			
Assistant School Superintendents ... 3			
Park Superintendent ... 1			
Various officials ... 7			
Taxidermists ... 2			
Curator of Invertebrate Zoology ... 1			
	52		

TOTAL NUMBER OF ALL PERSONS IN THE CITY CIVIL SERVICE OF MILWAUKEE—Continued.

NOT UNDER CIVIL SERVICE RULES—Cont.			
2. Honorary Officers:			
City Service Commissioners..... 4			
Fire and Police Commissioners..... 4			
Commissioners of Public Debt..... 3			
Park Commissioners..... 5			
School Directors..... 12			
Library Trustees..... 9			
Museum Trustees..... 9			
Johnston Emergency Hospital Trustees.. 9			
Total number of exempted honorary appointive officers	55		
Total number of exempted appointive officers or employes		107	
Total number of officers and employes not subject to Civil Service Rules.....			182
Total number of persons in the City Service.....			3,795

The number of laborers actually employed in street wo the parks at the time of this writing is much less than repr the foregoing summary, because a number of the skilled and laborers included in it are often laid off when there is not work for them, and especially during the winter the superi assign the men in relays, so as to give as many of them as p opportunity for part of the work, excepting the employes of lo ing needed for the special work requiring experience and trai are rarely laid off.

The following figures indicate what work has to be take during the year:

Area of the city	22½ square miles or		14
Area of public squares			
Length of streets			532
Length of water mains			397
Length of sewers, including intercepting sewers or tunnels			379
Area of parks in charge of Board of Public Works			60
Area of parks in charge of Park Commissioners			460
viz: Lake Park		123.6	acres
Riverside Park		24	acres
Sherman Park		24	acres
Washington Park		147.745	acres
Mitchell Park		59.5	acres
Kosciuszko Park		36.868	acres
Humboldt Park		45	acres
School houses (exclusive barracks)			
Other public buildings			
Apparatus on wheels used by the Fire Department			
Fire boats for river service			
Horses			

It affords me great pleasure in reporting that all the depar the City Government faithfully and strictly adhered to the l spirit of the law and cheerfully complied with all the rules an tions. I most heartily thank them for their courteous a co-operation.

Respectfully submitted,

J. J. VLACH,

Chief Examiner and Secr

EXHIBIT C.

CITY CIVIL SERVICE ACT.

Chapter 313, of the Laws of 1895, App. April 19 and Pub. April 29. [As Amended by Chapter 218, of the Laws of 1897, App. April 12, and Pub. April 13.]

AN ACT to regulate the civil service of cities.

The people of the State of Wisconsin, represented in Senate and Assembly, do enact as follows:

SECTION 1. The Mayor of each city in this state, of the first class, or of the second class, as defined by Section 1, of Chapter 312, of the general laws of Wisconsin, enacted in 1893 whether such city be incorporated by special act of the Legislature or under the general laws of the state, shall, before the fifteenth day of June, A. D. 1895, or the fifteenth day of June in the year next following the first state or national census, showing such city to belong to either said first or said second class, appoint four persons, citizens and residents of said city, who shall constitute and be known as the Board of City Service Commissioners of such city, and shall designate one of the persons so appointed to serve for a term of four years, one for a term of three years, one for a term of two years, and one for a term of one year, from the first Monday of July in the year of their appointment and until their respective successors are appointed and qualified; and in each and every year after such first appointment, the Mayor shall, in like manner, in the month of June, appoint one person as the successor of the Commissioner whose term shall expire in that year, to serve as such Commissioner for four years from the first Monday of July then next ensuing, and until his successor is appointed and qualified. Three Commissioners shall constitute a quorum necessary for the transaction of business. Any vacancy in the office of Commis-

sioner occurring during the term shall be filled for the unexpired term by appointment by the Mayor and all appointments, both original and to fill vacancies, shall be so made that not more than two Commissioners shall at the time of the appointment be members of the same political party. Said Commissioners shall hold no lucrative office or employment under the United States, the State of Wisconsin, or any municipal corporation or political division thereof, and each Commissioner shall, before entering upon the discharge [of the duties] of his office and within ten days after receiving notice of his appointment, take and subscribe the oath of office prescribed by the constitution of this state, and file the same, duly certified by the officer administering it with the [City] Clerk of his city, and no salary or other compensation for his services shall be paid to any such Commissioner.

SEC. 2. **[As amended by Section 1, Chapter 218, of 1897.]** The said Commissioners shall make rules adapted to carry out the purposes of the act and not inconsistent with its provisions, for the examination and selection of persons to fill offices and positions in the service of their respective cities, which are required to be filled by appointment, and for the selection of persons to be employed in the service of such city. All rules so made shall be subject to the approval of the Mayor of the city, and they may with like approval be from time to time altered or rescinded by said Commissioners. The said Commissioners shall supervise the administration of the rules so established.

SEC. 3. The rules mentioned in Section 2 of this act may be made from time to time:

1st. For open, competitive and other examinations by which to test applicants for office or for employment as to their practical fitness to discharge the duties of the positions which they desire to fill, which examinations shall be public and free to all citizens of the United States, with proper limitations as to residence, age, health, sex, habits and moral character.

2nd. For the filling of vacancies in offices and places of employment in accordance with the results of such examinations, and for the selection of persons for public employment in accordance with such results, or otherwise, as may seem most desirable to carry out the provisions of this act.

3rd. For promotions in office or positions on the basis of ascertained merit and seniority in service, and examination as may seem desirable.

4th. For a period of probation before an appointment or employment is made permanent.

All rules made as provided in this act and all changes therein shall forthwith be printed for distribution by said Board.

SEC. 4. From and after the adoption of such rules, all appointments to subordinate offices, positions and employments in the several departments of the service of such city which are subject to such rules, shall be made by the respective heads of such departments under and in conformity with the provisions of such rules, and such heads of departments shall respectively have power to remove or discharge at pleasure any person holding any subordinate office, position or employment in their respective departments.

SEC. 5. All applicants for offices, places or employments in the civil service of such city, except those mentioned in Section 6, shall be subject to examination under and in accordance with the rules so made by said Commissioners. Such examinations shall be practical in their character and shall relate to those matters which will fairly test the relative capacity and fitness of the persons examined to discharge the duties of the particular service to which they seek to be appointed, and shall include tests of physical qualifications and health, and, when appropriate, of manual skill. No question in any examination shall relate to political or religious opinions or affiliations, and no appointment or selection to an office or for employment within the scope of the rules established as aforesaid shall be in any manner affected or influenced by such opinions or affiliations.

SEC. 6. Officers who are elected by the people, or who by statute are required to be elected by the city council, inspectors and clerks of election, members of any board of education, the superintendents and teachers of schools, heads of any principal departments of the city, all members of the law, fire and police departments, offices and clerks for the faithful discharge of whose duties a superior officer is required to give bond, one private secretary of the Mayor, and any other officers, clerks or employes in the service of the city whose positions, in the

judgment of the said City Service Commissioners, can not, for the time being, be subjected, with advantage to the public service, to the general rules prepared under this act, shall not be affected as to their election, selection or appointment, by such rules made by said Commissioners.

SEC. 7. Every application, in order to entitle the applicant to appear for examination, or to be examined, must state the facts under oath on the following subjects: (1) full name, residence and post-office address; (2) citizenship; (3) age; (4) place of birth; (5) health and physical capacity for the public service; (6) previous employment in the public service; (7) business or employment and residence for the previous five years; (8) education. Such other information shall be furnished by the applicant as may reasonably be required by the Board touching the applicant's fitness for the public service.

SEC. 8. **[As amended by Sec. 2, Chapter 218 of 1897.] The said board shall appoint a chief examiner, whose duty it shall be, under its direction, to superintend any examinations held in such city under this act and who shall perform such other duties as the board shall prescribe. Such chief examiner shall be ex-officio secretary of the board, and under the direction of such board he, as such secretary, shall keep and record minutes of its proceedings, preserve all reports made to it, keep a record of all examinations held under its direction, and perform such other duties as the board may from time to time prescribe. Such chief examiner shall receive a salary to be fixed by said board at a sum not exceeding the rate of fifteen hundred dollars per annum, which shall be paid monthly by the city treasurer on the certificate of the president of said board countersigned by the city comptroller. He shall be subject to removal at any time by said board. The said board may also incur such expenses for clerk hire, printing, stationery and other incidental matters as it shall deem necessary; provided, however, that the total amount of all expenditures by it incurred during any year, including the compensation of the chief examiner, clerks and other employes, shall not exceed the amount of the special fund herein provided and known as "the city civil service fund."**

[Additional provisions are contained in the following Section of said Chapter 218 of the Laws of 1897, to-wit:]

SEC. 3. **From and after the passage and publication of this act, the**

common council shall levy and collect annually, upon all taxable property of the said city, at the same time and in the same manner as other city taxes are levied and collected by law, a special tax not exceeding one thirty-fifth of a mill upon each dollar of the assessed value of said taxable property, the amount of which shall be determined by said board of city service commissioners and certified by it to the common council and to the city comptroller within ten days after the passage and publication of this act, and thereafter before the twentieth day of January in each year, and the entire amount of such special tax shall constitute a separate and distinct fund to be known as the "city civil service fund," and shall not be used or appropriated, directly or indirectly, for any other purpose than paying the salaries of the chief examiner, clerks and employes of said board and the other necessary expenses of carrying out the purposes of this act. All disbursements on account of such city civil service fund, except for the salary of the chief examiner, shall be paid by the city treasurer on the orders of the president and secretary of the board, countersigned by the city comptroller.

SEC. 9. The Board shall control all examinations, and may, whenever an examination is to take place, designate a suitable number of persons, either in or not in the official service of the city, to be examiners, and it shall be the duty of such examiners, and, if in the service of the city, it shall be a part of their official duty without extra compensation, to conduct examinations as the Board may direct, and make return or report thereof to such Board; and the Board may, at any time, substitute any other person, whether or not in such service, in the place of any one so selected; and the Board may themselves, at any time, act as such examiners, and without appointing examiners. The examiners, at any examination, shall not all be members of the same political party, and no person shall serve in an examination of candidates for office under the provisions of this act in case of a relative or connection by marriage within the degree of first cousin.

SEC. 10. **[As amended by Sec. 4, of Chap. 218, of 1897.] Notice of the time, place and general scope of every examination shall be given by the board by publication at least four times on alternate days, beginning at least ten days before the date of such examination, in one or more daily newspapers of general circulation published in such city, and such notice**

shall also be posted by said board in a conspicuous place in its office at least ten days before such examination. Such further notice of examinations may be given as the board shall prescribe.

SEC. 11. From the returns or reports of the examiners, or from the examinations made by the Board, the Board shall prepare and keep a register for each grade or class of position in the service of such city, of the persons whose general average standing upon examination for such grade or class is not less than the minimum fixed by the rules of such Board, and who are otherwise eligible, and such persons shall take rank upon the register as candidates in the order of their relative excellence as determined by examination, without reference to priority of time of examination.

SEC. 12. **[As amended by Sec. 5, Chap. 218, of 1897.] Immediate notice in writing shall be given by the appointing power, to said board of city service commissioners, of all appointments, permanent or temporary, made pursuant to this act and the rules made and established under the same, in those branches or departments of the civil service of such city which are subject to this act and the rules of said board, and all transfers, promotions, resignations, other changes or vacancies from any cause in such branches or departments of the city service, and of the date thereof, and a record of the same shall be kept by said board. When any office or place of employment, subject to such rules, is created or abolished, or the compensation attached thereto is altered, the officer or board making such change shall immediately report the same in writing to said board of commissioners.**

SEC. 13. Said Board of Commissioners shall, on or before the 15th day of March in each year, make to the Mayor for transmission to the City Council, a report showing its own action, the rules in force, the practical effects thereof, and any suggestions it may approve for the more effectual accomplishment of the purposes of this act. The Mayor may require a report from said Board at any other time.

SEC. 14. All officers of any such city shall aid said Board in all proper ways in carrying out the provisions of this act, and, at any place where examinations are to be held, shall allow the reasonable use of the public buildings for holding such examinations. The Mayor of each city shall cause suitable rooms to be provided for said Board at

the expense of such city; and a sufficient sum of money shall be appropriated each year by each city to carry out the provisions of this act in such city.

SEC. 15. No person or officer shall willfully and corruptly, by himself or in co-operation with one or more other persons, defeat, deceive or obstruct any person in respect to his or her right of examination, or corruptly or falsely mark, grade, estimate or report upon the examination or proper standing of any person examined hereunder, or aid in so doing or willfully or corruptly make any false representations concerning the same or concerning the person examined, or willfully or corruptly furnish to any person any special or secret information for the purpose either of improving or injuring the prospects or chances of any person so examined, or to be examined, being appointed, employed or promoted.

SEC. 16. **[As amended by Sec. 6, Chap. 218, of 1897.] No comptroller or accounting or auditing officer of such city shall allow the claim for services of any person employed in the public service in violation of the provisions of this act or of the rules made and established by the board of city service commissioners pursuant to this act.**

SEC. 17. The Board of City Service Commissioners shall certify to the Comptroller all appointments to offices and places in the civil service of the city, subject to their rules, and all vacancies occurring therein, whether by dismissal, resignation or death. No Comptroller of any such city shall approve the payment of or be in any manner concerned in paying any salary or wages to any person, subject to such rules, for services as an officer or employe of such city, before the appointment of such person to the city service has been certified by the Board to the Comptroller, nor after the vacation of such person's office or employment shall have been so certified.

SEC. 18. No Paymaster, Treasurer or other officer or agent of such city shall willfully pay, or be in any manner concerned in paying any person subject to the rules adopted by said Commissioners under this act, any salary or wages for services as an officer or employe of such city, before the appointment of such person to the civil service of such city has been certified by the Board to the Comptroller, nor after

the vacation of such person's office or employment shall have been so certified.

SEC. 19. Any person who shall willfully, or through culpable negligence, violate any provision of this act or any rule promulgated in accordance with the provisions thereof, shall be guilty of a misdemeanor, and shall, on conviction thereof, be punished by a fine of not less than fifty dollars and not exceeding one thousand dollars, or by imprisonment in the county jail for a term not exceeding six months, or by both such fine and imprisonment in the discretion of the court.

SEC. 20. If any person shall be convicted under the next preceding section, any public office which such person may hold shall, by force of such conviction, be rendered vacant, and such person shall be incapable of holding office for the period of five years from the date of such conviction.

SEC. 21. Prosecutions for violations of this act may be instituted either by the Attorney-General, the state's attorney for the county in which the offense is alleged to have been committed, or by the Board acting through special counsel. Such prosecutions shall be conducted and controlled by the prosecuting officers who institute them, unless they request the aid of other prosecuting officers.

[Additional provisions are contained in the following Sections of said Chapter 218 of the Laws of 1897, to-wit:]

SEC. 7. **It shall be the duty of every board of city service commissioners appointed under and in pursuance of the provisions of said chapter 313, of the laws of 1895, to investigate the enforcement of said act and of its rules, adopted in accordance with its provisions to carry out the purposes of said act and the action of the examiners in said act provided for and the conduct and action of the appointees in the official service in its city, and may inquire as to the nature, tenure and compensation of all offices and places in the public service thereof. In the course of such investigations each commissioner shall have power to administer oaths, and said board shall have power to secure by its subpoena both the attendance and testimony of witnesses and the production of books and papers relevant to such investigation.**

SEC. 8. **Any person who shall be served with a subpoena to appear and testify, or to produce books and papers, issued by the board of city**

service commissioners in the course of any investigation conducted under the provisions of section 6 [7], of this act, and who shall refuse or neglect to appear and testify or to produce books and papers relevant to such investigation, as commanded in such subpoena, shall be guilty of a misdemeanor, and shall on conviction be punished by fine or imprisonment or both in the discretion of the court, as provided in and by section 19, of the said act hereby amended. The fees of witnesses for attendance and travel shall be the same as the fees of witnesses before the circuit courts of this state, and shall be paid from the appropriation for the expenses of the board. Any circuit court of this state, or any judge thereof, whether in term time or vacation, upon application of the board, may compel the attendance of witnesses, the production of books and papers and giving of testimony before the board by attachment for contempt or otherwise, in the same manner, as the production of evidence may be compelled before said court. Every person, who, having taken an oath or made affirmation before a commissioner in the course of such an investigation, shall swear or affirm willfully, corruptly and falsely, shall be guilty of perjury, and upon conviction shall be punished accordingly.

SEC. 9. No officer or employe of such city shall discharge, or degrade, or promote, or in any manner change the official rank or compensation of any other officer or employe, or promise or threaten to do so, for giving or withholding any contribution of money or other valuable thing for any party or political purpose, or for refusal or neglect to render any party or political service.

SEC. 10. No applicant for appointment in such official service, either directly or indirectly, shall pay or promise to pay any money or other valuable thing to any person whomsoever, for or on account of his appointment or proposed appointment, and no officer or employe shall pay or promise to pay, either directly or indirectly, to any person any money or other valuable thing whatever for or on account of his promotion.

SEC. 11. No person while holding any office in the government of such city, or any nomination for, or while seeking a nomination for or appointment to, any such office, shall corruptly use, or promise to use, either directly or indirectly, any official authority or influence in the way of conferring upon any person, or in order to secure or aid any person in

securing, any office or public employment or any nomination, confirmation, promotion or increase of salary, upon the consideration or condition that the vote or political influence or action of the last named person or any other shall be given or used in behalf of any candidate, officer or party, or upon any other corrupt condition or consideration.

SEC. 12. **Any acts and parts of acts conflicting with the provisions hereof are hereby repealed.**

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TO

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B. CARY
FRANK
J. J. VLACH
W.W. McINTYRE
JAMES CORRIGAN

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TWELFTH ANNUAL REPORT

OF THE

BOARD OF CITY SERVICE COMMISSIONERS

OF THE

CITY OF MILWAUKEE

MILWAUKEE, WISCONSIN
U. S. A.

JANUARY 1, 1907

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1907

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1907

BOARD OF CITY SERVICE COMMISSIONERS.

President,

FRANK A. KREHLA.

FRANK A. KREHLA, - - -	Term expires on the first Monday in July, 1907.
WM. W. MCINTYRE, - - -	Term expires on the first Monday in July, 1908.
JAMES CONROY, - - - -	Term expires on the first Monday in July, 1909.
IRVING B. CARY, - - - -	Term expires on the first Monday in July, 1910.

Chief Examiner and Secretary,

J. J. VLACH.

FORMER BOARDS OF CITY SERVICE COMMISSIONERS.

1895.

The following gentlemen were appointed in the month of June, 1895:

JOSHUA STARK, *President*, -	Term to expire in July, 1899
CONRAD NIEDERMAN, - -	Term to expire in July, 1898
CHARLES H. STROHMEYER, -	Term to expire in July, 1897
JAMES CONROY, - - -	Term to expire in July, 1896

1896.

NRAD NIEDERMAN, *President.*
JOSHUA STARK.
CHAS. H. STROHMEYER.
EMMONS E. CHAPIN.

1897.

CONRAD NIEDERMAN, *President.*
JOSHUA STARK.
EMMONS E. CHAPIN.
CHAS. H. STROHMEYER.

1898.

HAS. H. STROHMEYER, *President.*
JOSHUA STARK.
EMMONS E. CHAPIN.
*CARL C. JOYS.
EDGAR L. WOOD.

1899.

EMMONS E. CHAPIN, *President.*
CHAS. H. STROHMEYER.
EDGAR L. WOOD.
ERNEST P. BUTLER.

1900.

EDGAR L. WOOD, *President.*
CHAS. H. STROHMEYER.
ERNEST P. BUTLER.
GEO. P. ZIEGLER.

1901.

ERNEST P. BUTLER, *President.*
EDGAR L. WOOD.
**GEO. P. ZIEGLER.
EDMUND GRASSLER.

1902.

ERNEST P. BUTLER, *President.*
WM. W. MCINTYRE.
EDMUND GRASSLER.
JOHN H. WINDFELDER.

1903.

WM. W. MCINTYRE, *President.*
EDMUND GRASSLER.
JOHN H. WINDFELDER.
FRANK A. KREHLA.

1904.

EDMUND GRASSLER, *President.*
JOHN H. WINDFELDER.
FRANK A. KREHLA.
WM. W. MCINTYRE.

1905.

JOHN H. WINDFELDER, *President.*
FRANK A. KREHLA.
WM. W. MCINTYRE.
JAMES CONROY.

*Resigned September, 1898.
**Resigned July 9, 1902.

MILWAUKEE, WIS., JANUARY 1, 1907.

ble Sherburn M. Becker, Mayor of the City of Milwaukee:

herewith submit to you the Twelfth Annual Report for the ding December 31, 1906, for transmission to the Common in compliance with Section 13 of the City Civil Service Act. ended hereto is the Annual Report of the general business efully compiled statistics by the Chief Examiner and Ex-Secretary of this Board. By a detailed examination you will t this Board was conducted on the most economical basis. een the aim of your commissioners to strictly adhere to the l at the same time to give to the City of Milwaukee the most servants that could be had.

found to our entire satisfaction that the heads of all depart- f the City of Milwaukee were strictly observing the rules and ons and where any unintentional error was committed, upon their attention thereto, it was quickly remedied. The Board eavored to make the examinations as practicable and concise ble, and we beg to state that Mr. John J. Vlach, our Chief er and Ex-Officio Secretary, has rendered valuable service to ard. We also wish to mention that his assistants Mr. E. L. nd Miss Kath. A. Schauble have given their respective duties ired attention to the entire satisfaction of this Board.

Respectfully submitted,

F. A. KREHLA,

President.

W. W. McINTYRE,
JAMES CONROY,
ERVING B. CARY,

Commissioners.

APPENDIX

EXHIBIT A

RULES FOR THE CIVIL SERVICE

OF THE

CITY OF MILWAUKEE

DIVISION A.

GENERAL DIRECTIONS AND INFORMATION

FOR BOTH THE

OFFICIAL SERVICE AND LABOR SERVICE.

RULE I.

TITLES, NAMES, PAY-ROLLS, NOTICES OF CHANGES IN SERVICE.

SECTION 1. Every department, sub-department, office, position, , in the City Service, shall be known by only one title. Each title ll be applied only to one department, sub-department, class of itions or other category.

SEC. 2. In regard to entries in the City Service made since the il Service act went into effect, the sworn applications in the hives of the City Service office shall form the basis of the Civil ts whenever possible.

SEC. 3. The spelling of the first names and the surnames in all s and pay-rolls must correspond with those in the applications.

SEC. 4. All officials, including ward superintendents and other heads sub-departments whose duty it is to write pay-rolls, shall keep a rect transcript of the names of persons employed under them, as ted in the corrected Civil Lists in the City Service office and in the ces of the respective city departments, and write the first names and names correctly thereafter on every pay-roll.

SEC. 5. The names of employes of several classes may appear on same pay-roll; but those of each class must be kept separate from se of every other class, to facilitate control.

SEC. 6. In order that the Civil Lists may be kept correct and com- te, every appointing officer or board shall give the City Service ce prompt official notice of all changes in their service, including ointments, promotions, transfers, separation from service caused dismissal, resignation or death, or any other cause, changes of resi- ce, etc., giving the name, date, position, department and compensa- , on forms prescribed by the Board. All such changes in the

service (changes of residence excepted) shall be certified to the City Comptroller by the Board, in order that the basis for the Comptroller's audits may be kept complete and that no payments be made in violation of these rules.

SEC. 7. The Board will extend the operation of the rules to classes not yet under the rules as soon as practicable and advantageous to the city; will alter or rescind rules where circumstances make it necessary; will make new rules, and will, from time to time, adopt rulings, definitions and instructions for the Chief Examiner.

RULE II.

CLASSIFICATION.

SECTION 1. The offices and places in the service of the city, coming within the provisions of Chapter 313 of the laws of 1895, shall be classified in two divisions.

The first division shall be known as the OFFICIAL SERVICE.

The second division shall be known as the LABOR SERVICE.

SEC. 2. The OFFICIAL SERVICE shall, as soon as practicable, include the following classes of offices and positions of a more or less permanent character drawing annual or monthly salaries, and such of those drawing wages per diem as require the supervision of the men of a sub-department, ward or district, or the inspection of public work.

Exceptions are indicated in Sec. 6 of the Civil Service Law.

CLASS I. *Medical Service:* All positions, the duties of which require knowledge of the profession of medicine, or some branch thereof.

CLASS II. *Civil Engineering:* All positions, the duties of which require knowledge of the profession of civil engineering or of some branch thereof.

CLASS III. *Clerical Service:* All positions of clerks, messengers, copyists, recorders, stenographers, typewriters, bookkeepers or other similar service, whether paid by the year, month or day, or by the piece, or in any other way.

CLASS IV. *Electrical Service.* All positions, the duties of which require special knowledge of electricity in some form of its application.

CLASS V. *Mechanical Service*: All positions, the duties of which require a knowledge of steam engines, boilers and other machinery, their care and operation; and all other positions requiring special *mechanical* knowledge or skill.

CLASS VI. *Inspection Service.* All positions under the Department of Public Works, not included in any other class, the duties of which relate to inspection, whether of work done, material furnished, or other matters.

CLASS VII. *Janitor and Elevator Service:* All positions connected with the care and operation of public buildings.

CLASS VIII. *Library and Museum Service:* All positions connected with the administration of the Public Library and Public Museum.

CLASS IX. *Bridge Tenders.*

CLASS X. *Service in the Nature of Police Service,* including the positions of Harbor Master, Sanitary Inspectors, Park Police, Watchmen and other similar positions.

CLASS XI. *Superintendents or Foremen of Labor* officially designated by those titles.

CLASS XII. *Miscellaneous Service*: All offices and places of employment coming under the provisions of these rules, whatever the character and designation of the same may be, which are not included in any of the foregoing classes or in the Labor Service.

SEC. 3. The classes of the OFFICIAL SERVICE shall be graded according to the compensation as follows:

1st Grade—Compensation at the rate of less than $600 per year.
2nd Grade—Compensation at $600 or more, and less than $800.
3rd Grade—Compensation at $800 or more, and less than $1,000.
4th Grade—Compensation at $1,000 or more, and less than $1,200.
5th Grade—Compensation at $1,200 or more, and less than $1,500.
6th Grade—Compensation at $1,500 or more, and less than $1,800.
7th Grade—Compensation at $1,800 or more, and less than $2,100.
8th Grade—Compensation at $2,100 or more, and less than $2,500.
9th Grade—Compensation at $2,500 or more.

SEC. 4. The LABOR SERVICE shall include all common laborers and skilled laborers, or other employes, not included in the Official Service as above defined, in Sec. 2 of Rule II.

SEC. 5. CIVIL LISTS: Two lists, to be known as the Civil Lists of the city shall be kept in the office of the Board.

One of them shall contain the name of every person employed in and receiving compensation in the Official Service under the Civil Service rules, and shall be called "OFFICIAL CIVIL LIST."

The *other shall contain* the name of every person employed and

receiving compensation in the Labor Service under Civil Service rules and shall be called "LABOR CIVIL LIST."

Besides the names of officers and employes, they shall exhibit the titles of their offices or positions; the compensation attached thereto, the application number, if appointed since the Civil Service act went into effect; the department or sub-department in which employed, the date or dates of certification; the date of appointment, if known; the last previous position, if any, filled in the City Service; the date of promotion or transfer, if promoted or transferred; to what position promoted or transferred, if any; the date of termination of employment, and the cause of termination of employment.

RULE III.

QUALIFICATIONS, APPLICATION AND REGISTRATION.

SECTION 1. Applicants for appointment in the service of the city must be citizens of the United States, of full age, and must have resided in the city not less than three years next preceding the date of their application.

Residence in territory annexed to the City of Milwaukee for three years immediately previous to such annexation and application shall be deemed equivalent to residence in said city, within the meaning of this rule.

SEC. 2. Every application must be in writing, signed by the applicant, and made under oath or affirmation before an officer authorized by law to administer oaths.

SEC. 3. Every application must be made in the form prescribed by the Board, at proper office hours.

SEC. 4. All applicants must furnish with their applications satisfactory proofs that they are persons of good moral character, of correct and orderly deportment, and of temperate and industrious habits.

SEC. 5. Every application must be accompanied by the certificates of not less than three reputable citizens of Milwaukee, freeholders therein, not holding any city, county or state office, each certifying that he has been personally acquainted with the applicant for at least three years last past, and believes him to be of good moral character, of correct and orderly deportment, of temperate and industrious habits, and in all respects fit for the service he wishes to enter, and that such citizen is willing that his certificate shall be made public.

Additional certificates may be required in any case in the discretion of the Board.

SEC. 6. Any false statement knowingly made by any applicant in his application for admission to any examination, or made at his request or with his knowledge, in any certificate, which may accompany his application, or any other fraudulent conduct, shall be regarded as good cause for excluding him from such examination or for removing his name from any register or eligible list.

SEC. 7. No application will be accepted from any person habitually using intoxicating liquors to excess, or from any person who has been convicted of any offense against the laws of this or any other state, or of the United States.

SEC. 8. Defective applications will be returned to applicants, if the defects are detected before registry, and an opportunity given them to correct the same.

SEC. 9. Whenever any application shows that the applicant is not qualified under these rules and regulations, such application will be rejected, and the applicant notified of the reason therefor.

SEC. 10. The date of the reception of each accepted application shall be endorsed thereon, the application filed in the office of the Board, and the name of the applicant entered upon an application register.

SEC. 11. CITIZENSHIP: The written statement of an applicant of legal age, upon his oath or affirmation, that he was born at a certain specified place in the United States.

Or that he served in the Union army or navy during the late war of the rebellion and was honorably discharged;

Or that his father became a full citizen while the applicant was a minor;

Shall be considered sufficient proof of his citizenship to make his application acceptable, unless circumstances cause doubts as to the truthfulness of such statement, or as to the facts involved, in which case additional proof may be required.

Naturalized citizens must produce for inspection by the Chief Examiner their certificates of naturalization.

SEC. 12. In case of loss of "citizen papers" or the "honorable discharge," by fire or otherwise, any one of the following proofs will be accepted, supplementing the affidavit of the applicant in question:

A. Certifications from the records of the court where the papers were originally issued, or of the War Department.

B. The affidavit of a citizen of the United States and freeholder of at least five years' residence in Milwaukee, to the effect that he knows the said applicant to have been in possession of his "second naturalization paper" at or about a certain time.

C. The affidavit of a citizen of the United States and freeholder of at least five years' residence, or the certificate of the clerk of any court of record under the seal of said court, to the effect that the said applicant has served as a juror in said court.

D. In the case of a Union Veteran, the affidavit of one of his comrades-in-arms that he knows him to have served in the United States army or navy and to have had an honorable discharge from that service.

SEC. 13. Satisfactory information at any time produced to the Board, either before or after examination, of the bad character or dissolute habits of any applicant, or of any criminal or disreputable act or conduct of such applicant, or of his dismissal for good cause from any branch of public service, shall be sufficient to exclude him from examination or to remove his name from any eligible list.

SEC. 14. Persons whose names have been stricken from any register or eligible list, shall not be permitted to make a new application within one year thereafter.

SEC. 15. The Board will make such regulations as they deem necessary to identify the registered applicants and to preserve a record of their conduct.

RULE IV.

EXAMINATIONS AND ELIGIBLE LISTS.

SECTION 1. The names of those whose applications have been received and filed will be admitted to examinations as hereinafter prescribed.

SEC. 2. Applicants who pass their examinations satisfactorily shall be registered in the eligible lists of their respective classes according to the rules.

SEC. 3. When an applicant having the necessary qualifications for the position sought, in the judgment of the Board, merits special recognition for extraordinary services rendered to the city, the State of Wisconsin or the United States, or for other sufficient reasons, the Board may advance his standing upon the eligible lists on the ground of character and experience. The reasons for such action shall be recorded in the proceedings.

SEC. 4. If an applicant on any eligible list is appointed to a tem-
ary position, he shall resume his standing on the eligible list after
termination of the temporary employment.
SEC. 5. The names of applicants.
Who, for sufficient reasons are not admitted to an examination, or
Who do not respond to a call for examination, or for correction
apers, or
Who report for examination, but do not complete the same, or
Who do not attain the required minimum rating at any examin-
n.
SEC. 5. The names of applicants
SEC. 6. If any applicant whose name is on the eligible list refuses
neglects to accept a place offered him upon proper appointment,
name shall be stricken from the said eligible list, unless he gives
ons satisfactory to the Board for continuing him on the list, not-
istanding such refusal.
SEC. 7. Eligible lists are to continue in force for one year from
date of their declaration, except as provided by Section 8.
SEC. 8. The Board may, at any time, by resolution, discontinue
eligible list, or continue any eligible list in force for a second
, or for a shorter or a longer period of time.
SEC. 9. The Secretary may from time to time require eligibles
leclare whether they wish to have their names retained upon the
ective eligible lists. If they answer in the negative or do not
ond within ten days, their names shall be expunged therefrom.
SEC. 10. Any applicant whose name shall have been placed upon
proper eligible list, and who shall thereafter have been employed
e City Service under these rules and temporarily laid off or granted
e of absence, will not again be required to make application for
loyment, but his name shall remain upon the proper Civil List
l removed therefrom by the Board for cause.

RULE V.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Except in cases hereinafter mentioned, whenever
e is a vacancy to be filled in any position in the City Service sub-
to these rules, the appointing officer or board shall make written
isition in duplicate upon this Board, on the blank forms prescribed
he same, for the names of persons eligible for appointment to such
tion.

SEC. 2. In order to allow the appointing power a limited selection, the Chief Examiner shall, after receiving the requisition, certify the following number of names from the head of the pertinent eligible list:

For 1 or 2 appointments, 2 names more than the required number shall be certified.

For 3 or 4 appointments, 3 names more than the required number shall be certified.

For 5 to 7 appointments, 4 names more than the required number shall be certified.

For 8 to 11 appointments, 5 names more than the required number shall be certified.

For 12 to 16 appointments, 6 names more than the required number shall be certified.

For 17 to 30 appointments, 7 names more than the required number shall be certified.

For more than 30 appointments, approximately 1¼ times the number required shall be certified.

In case the requisition shall specify the female sex, persons of that sex may be certified; otherwise persons of the male sex alone will be certified.

SEC. 3. Whenever the Board is notified, in and by the requisition, that any position to be filled requires special skill and proficiency in a particular branch of industry, art or service, they may direct the Chief Examiner to certify the proper number of names of persons having the highest standing among those proficient in such special branch.

SEC. 4. The appointing officer or Board may select the required number of names from those certified to him.

In all cases where the names of such appointees are not the first on the names certified, the officer or board making the appointments shall notify the Board in writing of the reason for such action.

SEC. 5. No appointment to any office, or place, subject to the provisions of Chapter 313 of the laws of 1895, and to the provisions of these rules, shall be made except in the manner required by these rules.

SEC. 6. Temporary exceptions may be made in cases of emergency where the public business would suffer otherwise from delay. No such appointment for an emergency shall continue for more than ten days, except with the express consent of the Board.

In every case the officer making such temporary appointment

shall immediately report the same with a statement of the reason therefor, and of the time for which he deems such appointment necessary.

Such temporary appointment may be suspended by the Board, if, in its judgment, no satisfactory reason existed for making the same.

DIVISION B.

Special Rules for the Government of the Official Service.

RULE VI.

SPECIAL QUALIFICATIONS OF APPPLICANTS.

SECTION 1. Where, in the opinion of the Board, special qualifications are required, and the appointing officer requests, in writing, that the examination for any position in the Official Service be open to persons who are not citizens or residents, or not of full age, the Board may grant such exceptions if it approves of the reasons given.

SEC. 2. When, in the judgment of the Board, the public service will be benefited thereby, examinations for positions in the Official Service may be open to persons of either sex who are 18 years of age and upwards, who otherwise possess the qualifications prescribed by these rules.

RULE VII.

APPLICATIONS.

SECTION 1. Application for admission to any examination in the Official Service may be made at proper office hours, subject, however, to the restriction that it must be filed with the Chief Examiner at least three days before the day fixed for the examination, and to other restrictions herein mentioned, or published by the Board from time to time.

SEC. 2. Each application must contain a statement under oath or affirmation, and in the applicant's own handwriting, showing the following facts:

(1.) Position for which application is made.

(2.) Full name, residence and postoffice address.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) In the case of Ward Superintendents and Assessors, period of residence in the ward.

(7.) Condition of health and physical capacity for the public service.

(8.) Previous employment in the public service.

(9.) Business or employment and residence for the previous five years.

(10.) Names, occupation and residence of all persons in whose employ the applicant has been during the next preceding five years.

(11.) Character and extent of applicant's education.

(12.) That the applicant is not in the habit of using intoxicating liquors to excess.

(13.) That he has not been convicted of any offense against the laws of this or any other State or of the United States.

(14.) Whether married or single, and, in the former case, the number and age of members of the family dependent upon his or her support.

(15.) Such other information as may reasonably be required touching applicant's fitness for the public service.

SEC. 3. Applicants for the positions of Ward Superintendents and Assessors must have been residents not less than six months in the ward in which their duties are to be performed.

SEC. 4. No application for the position of bridge tender shall be received from any man who has not attained the age of thirty (30) years.

SEC. 5. The Chief Examiner will give to each applicant, by mail, at least two days' previous notice of the time and place of examination.

Applicants must produce this notice at the place of examination, where it will be taken up by the Chief Examiner or other person in charge of the examination.

RULE VIII.

EXAMINATIONS.

SECTION 1. Examinations for the OFFICIAL SERVICE shall be open to all persons possessing the qualifications required by law and

these rules to entitle them to the same, and who have made due application in the form required by these rules.

SEC. 2. Examinations shall be held at such times and places as the Board shall from time to time designate.

SEC. 3. No visitors shall be admitted during examinations, except by special permission of the Chief Examiner or the Board.

SEC. 4. The subjects of examination shall be designated from time to time by the Board.

SEC. 5. The relative weight to be attached to each subject at each examination shall have regard to the importance of such a subject as a test of fitness for the particular position to which such examination relates.

SEC. 6. No person shall be entitled to a place upon an eligible list whose average standing upon a just grading in the examination, taking into consideration the relative weight given to the different subjects covered by the examination and to character and experience, shall be less than seventy-five per cent. of complete proficiency.

SEC. 7. The examinations shall be carried on under the supervision of the Chief Examiner, and shall be conducted by him personally whenever practicable.

SEC. 8. In any case where technical or special knowledge or skill is required as a qualification for the position sought, the Board may designate any suitable person or persons possessing the necessary qualifications to conduct or assist in such examination.

Division I, those to Division II on the paper marked Division II, etc.

(4.) Do not copy the questions on the answer sheets.

(5.) Mark each answer with the same number or letter by which the corresponding question is marked on the question sheet.

(6.) Give all calculations in full. Do not use odd paper to multiply or divide, but write all the figures that you have to use on

(1.) Position for which application is made.

(2.) Full name, residence and postoffice address.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) In the case of Ward Superintendents and Assessors, period of residence in the ward.

(7.) Condition of health and physical capacity for the public service.

(8.) Previous employment in the public service.

(9.) Business or employment and residence for the previous five years.

(10.) Names, occupation and residence of all persons in whose employ the applicant has been during the next preceding five years.

(11.) Character and extent of applicant's education.

(12.) That the applicant is not in the habit of using intoxicating liquors to excess.

(13.) That he has not been convicted of any offense against the laws of this or any other State or of the United States.

(14.) Whether married or single, and, in the former case, the number and age of members of the family dependent upon his or her support.

(15.) Such other information as may reasonably be required [illegible] service

In 1907, the following two sections were added to Rule VII:

Section 6. Applicants for the position of park policeman mu[illegible] not be less than twenty-four nor more than forty years of age, nc[illegible] less than five feet seven and one-half inches in height, nor less tha[illegible] one hundred and fifty pounds in weight.

Section 7. Applicants for the position of sanitary inspector mu[illegible] not be less than twenty-one nor more than forty years of age, nor le[illegible] than five feet six inches in height, nor less than one hundred a[illegible] forty-five pounds in weight.

where [illegible]

charge of the examination.

RULE VIII.

EXAMINATIONS.

SECTION 1. Examinations for the OFFICIAL SERVICE shall be op[illegible] *to all* persons possessing the qualifications required by law and [illegible]

these rules to entitle them to the same, and who have made due application in the form required by these rules.

SEC. 2. Examinations shall be held at such times and places as the Board shall from time to time designate.

SEC. 3. No visitors shall be admitted during examinations, except by special permission of the Chief Examiner or the Board.

SEC. 4. The subjects of examination shall be designated from time to time by the Board.

SEC. 5. The relative weight to be attached to each subject at each examination shall have regard to the importance of such a subject as a test of fitness for the particular position to which such examination relates.

SEC. 6. No person shall be entitled to a place upon an eligible list whose average standing upon a just grading in the examination, taking into consideration the relative weight given to the different subjects covered by the examination and to character and experience, shall be less than seventy-five per cent. of complete proficiency.

SEC. 7. The examinations shall be carried on under the supervision of the Chief Examiner, and shall be conducted by him personally whenever practicable.

SEC. 8. In any case where technical or special knowledge or skill is required as a qualification for the position sought, the Board may designate any suitable person or persons possessing the necessary qualifications to conduct or assist in such examination.

SEC. 9. An applicant whose name is on an eligible list may take a new examination for the same position before or after his term of eligibility has expired.

SEC. 10. Every applicant present at any examination shall conform to the following instructions:

(1.) Sign your full name upon the identification sheet (Form 4), place it in the small, blue identification envelope, and seal immediately.

(2.) Do not write your name anywhere else while in the examination room.

(3.) Write your answers to Division I on the paper marked Division I, those to Division II on the paper marked Division II, etc.

(4.) Do not copy the questions on the answer sheets.

(5.) Mark each answer with the same number or letter by which the corresponding question is marked on the question sheet.

(6.) Give all calculations in full. Do not use odd paper to multiply *or divide, but write* all the figures that you have to use on

the answer sheet. Should you detect mistakes in your figuring, cross out the wrong work and commence once more. A mistake corrected will not lower your standing.

(7.) Do not write beyond the red line on the right. This space is needed for the marking of your answers.

(8.) No applicant is permitted during any examination, in any manner whatever, to give assistance to any other applicant, or to receive assistance from any person whatever, or to communicate with any person or to leave the room without a guard provided by the Chief Examiner or his assistant.

(9.) A violation of these rules or instructions may exclude the offender from the examination and from all registers of the City Service Department.

SEC. 11. The papers of each applicant shall be marked and graded under his examination number.

SEC. 12. The identification envelope shall not be opened unless by special direction of the Board or its President, until such marking and grading have been passed upon by the Board.

After the grading is finished, the envelopes shall be opened for the purpose of ascertaining the names of the successful applicants and determining their positions upon the proper eligible list.

Whenever in the opinion of the President, it is necessary to obtain further information regarding the character, experience or other antecedents and qualifications of the competitors, or any one of them, before the Board meets to determine the final grading, he may authorize the Chief Examiner to open the identification envelopes for the purposes of obtaining the needed addresses and references.

SEC. 13. The examination and marking of every applicant examined shall be open to inspection by such applicant.

SEC. 14. The examination papers with marking and final rating of any applicant certified for appointment may be exhibited to the respective appointing officer at the office of this Board and in the presence of the Chief Examiner.

RULE IX.

ELIGIBLE LISTS.

SECTION 1. The names of those applicants who have attained standing of seventy-five per cent. and over at any examinaton shall be placed in the order of their relative standing upon a register called "eligible list."

SEC. 2. The Board may consolidate two or more eligible lists of the same kind by rearranging all the eligibles named therein according to their standing.

SEC. 3. When an applicant has been appointed to a position in the official service, his name shall be stricken from that eligible list from which he was certified.

SEC. 4. An applicant registered in any eligible list, whose appointment is rejected by the appointing officer or board, for reasons reported to the Board, may be retained on said list, unless he or she shall be thus rejected three times.

Such repeated rejection shall be sufficient cause for removing the name of such person from the eligible list.

RULE X.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Whenever an appointing board or officer shall make a requisition upon this Board for names of eligibles for appointment, the Chief Examiner shall certify to such board or officer for the vacancy or vacancies to be filled, as many names of persons highest in standing upon the proper eligible list in the order of such standing, as fixed by Rule V.

SEC. 2. In case any office or employment requires such special qualifications that the Board is unable to comply with the requisition made with a view to an appointment to that office, they may in their discretion allow a provisional appointment to be made, subject to their approval, and to continue in force only until a proper eligible list can be obtained by examination, or until further action by the Board.

In other cases, if there be no eligible list, and a prompt appointment be required, the Board may authorize the appointing officer to select a suitable person possessing the general qualifications required of all applicants. Such person shall be subjected by the Board to a non-competitive examination, and if found qualified shall be certified for appointment.

Whenever practicable, however, a competitive examination of applicants shall be held for every office.

RULE XI.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person holding a position in the Official Service may be transferred to another position of the same class and grade,

in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such transfer shall be desirable.

SEC. 2. Any person holding a position in the Official Service may be promoted to a higher grade of the same or a similar class, in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such promotion shall be for the best interest of the service.

SEC. 3. All transfers and promotions shall be subject to approval by the Board.

RULE XII.

INSPECTORS OF WORK DONE UNDER CONTRACT.

SECTION 1. No applicant shall be certified for the position of inspector of any work to be done under contract who is not a practical and experienced workman in the branch of work over which he seeks to be made an inspector.

SEC. 2. In the case of applicants who have heretofore been employed by the city in such positions, the head of the department under which such former employment was had will be called upon for full reports as to the past record of such applicants for faithfulness, competency and efficiency, and such reports shall be made in writing. Great weight will be given to such reports.

SEC. 3. Any applicant for the position of inspector of work to be done under contract, whose name shall have been placed on the proper eligible list, and who shall thereafter have received an appointment to such a position, will not again be required to make an application to the Board of City Service Commissioners; but his name shall remain upon the proper eligible list until removed therefrom by the Board for cause.

SEC. 4. Whenever any new public work is to be commenced, the inspector having the highest standing among the unemployed individuals of the eligible list of his class shall have preference, and each one shall at all times be reassigned to work in the order of his rating.

SEC. 5. But if not appointed to such position, no applicant's name shall be retained upon such eligible list for more than one year, unless he shall so request in writing and his request granted by the Board.

In case he so request, his name may be continued upon such eligible list, at the discretion of the Board, for a second year, or a shorter period of time, subject, however, to be removed therefrom at any time for cause in accordance with these rules.

DIVISION C.

Special Rules for the Government of the Labor Service.

RULE XIII.

QUALIFICATIONS OF APPLICANTS.

SECTION 1. On the written request of an appointing officer or board in any department, the Board may direct that employment in any designated branch of the Labor Service in such department shall be open to minors, not, however, less than fifteen years of age.

SEC. 2. Skilled mechanics must have served not less than four years as journeymen at their respective trades.

RULE XIV.

APPLICATIONS.

SECTION 1. When the applications for work in any branch of the Labor Service are in the opinion of the Board, sufficient in number to meet all probable demands for a period of six months or more, registration in that branch shall be suspended until again ordered by the Board.

SEC. 2. Each application shall show the following facts:

(1.) That the applicant desires employment in the Labor Service of the city. If the applicant is a skilled laborer, he will specify in what particular line of work he desires to be employed, and any important specialty of his trade in which he excels.

(2.) The full name, residence and postoffice address of the applicant.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) Period of residence in the ward in which the applicant resides.

(7.) Condition of health and physical capacity for the public service.

(8.) What, if any, employment in the public service the applicant has had.

(9.) The business or employment and the residence of the applicant for the previous five years.

(10.) The name, occupation and address of the applicant's present employer, and the name, occupation and address of the applicant's last employer, the position he held and the reason why he left this position.

(11.) The character and extent of the applicant's education.

(12.) Whether the application is in the applicant's own handwriting.

(13.) If not, the name of the person who wrote it for him.

(14.) That the applicant is not in the habit of using intoxicating liquors to excess.

(15.) That he has not been convicted of any crime against the laws of this or any other state or of the United States.

(16.) Whether married or single, and in the former case, number and age of members of the family dependent upon his or her support.

(17.) Such information as may be required by the Board touching the applicant's fitness for the public service.

SEC. 3. If the applicant is not able to sign his name, he may sign his mark, which must in that case be witnessed by the person who filled out the application for him.

SEC. 4. For any service other than common laborer the applicant will be required to produce a certificate from some competent person, or persons, in the same trade or occupation, of the applicant's ability to do the special kind of work in which he desires to be employed.

RULE XV.

EXAMINATIONS.

SECTION 1. Upon the return of the application blank properly filled out and signed by the applicant with his name or mark, together with the required certificates as to character, sobriety, industry and fitness, duly filled out and executed, the Chief Examiner will number the application in the order of its receipt, and either examine the applicant forthwith, or notify the applicant of the time and place of his examination.

SEC. 2. At the time and place so specified, the members of the Board, the Chief Examiner, or such persons as may be selected by the Board, shall in such manner as the Board may prescribe, make inquiry regarding the age, residence, citizenship, character, physical condition, family, means, schooling, previous occupation, experience and skill of each applicant, and ascertain and determine whether he is qualified for the employment sought.

SEC. 3. No educational test will be required for common laborers.

SEC 4. Before entering the name of any applicant on the eligible st, such further inquiry may be made in regard to his character and apacity as the Board may deem practicable and expedient.

SEC. 5. Each applicant shall receive a marking and credit based ıpon the qualifications shown by his examination and by the evidence ›resented of his character and fitness for the employment sought.

RULE XVI.

REGISTRATION AND ELIGIBLE LISTS.

SECTION 1. Registers shall be kept in the office of the Board for :ach trade and the different branches of labor in the City Service.

SEC. 2. Applicants for common or skilled labor who have been ;ound by the Board to be qualified for the employment sought shall ›e entered upon the appropriate eligible lists in the order of rating ixed by the Board.

Those of the same class having equal rating shall be arranged as ıearly as may be in the order of the dates of their examination.

SEC. 3. Excellence in any specialty of any class of labor or trade shall be indicated in the pertinent registers and eligible lists opposite the names of the applicants.

SEC. 4. An applicant registered in any eligible list of the Labor Service, whose appointment is rejected by the appointing officer or board, may be retained on said list, unless thus rejected by the appointing power twice.

SEC. 5. When the eligible list of any ward is exhausted, the certifications may be made from the eligible lists of other wards.

RULE XVII.

REQUISITION, CERTIFICATION AND EMPLOYMENT.

SECTION 1. When the services of laborers are required, the appointing officer or board shall notify the Board, stating the number needed, and the particular kind of labor for which they are needed, with the compensation.

SEC. 2. The Board shall thereupon certify to the appointing officer or board the names and residences of the number of men called for, and as many more as required by Section 2 of Rule V.

SEC. 3. In the case of unskilled labor to be performed under the supervision of the Ward Superintendents, the names certified shall be

those of persons who have been for six months next preceding resi dents of the ward in which the labor is to be performed.

RULE XVIII.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person employed in any department of the Lab Service may be transferred to similar work in any other department the Labor Service, or promoted to similar work in any other depar ment of the Labor Service or to similar work in the Official Servi in the same department, subject to the approval of the Board.

SEC. 2. Immediate notice of such transfer or promotion shall given to the Board by the head of the department to which the emplo is transferred, and such change, if approved by the Board, shall certified to the Comptroller.

SEC. 3. Common and skilled laborers employed in any subdivisi of public work which is divided into districts, and whose wo requires special training, as in the sewerage sub-department, wat works and park service, may be entered in the Civil List under t general heading for such subdivision, with the needed sub-headings f each district; and they may be transferred in their respective su divisions from one district to another and retransferred withc formal notice to this Board from the appointing power.

This rule does not apply to the common laborers under Wa Superintendents.

EXHIBIT B

REPORT

OF THE

hief Examiner and Secretary

TO THE

BOARD OF CITY SERVICE COMMISSIONERS

OF THE

CITY OF MILWAUKEE

JANUARY 1, 1907.

REPORT

OF THE

CHIEF EXAMINER AND SECRETARY.

MILWAUKEE, WIS., Jan. 1, 1907.

) the Honorable the Board of City Service Commissioners.

GENTLEMEN:—Pursuant to the requirements of the Civil Service .w of this State, I have the honor to submit herewith to Your)norable Body the Twelfth Annual Report for the year 1906.

Upon the expiration of his four years' term of office, in July last, mmissioner John H. Windfelder, after having held the office of :sident of the Board for one year, from July, 1905, to July, 1906, ired. Mr. Windfelder, during his incumbency in office, performed official duties honestly, faithfully and conscientiously, and by his irement from office, the City lost an efficient and honest servant.

The Mayor appointed Mr. Irving B. Cary in his place. Mr. Cary y qualified as commissioner and took his seat at the meeting held y 23, 1906. At the same meeting, upon motion of Wm. W. Intyre, Commissioner Frank A. Krehla was duly elected president the Board, and John J. Vlach was re-elected chief examiner and retary for the ensuing year.

The Board held fourteen meetings during the year besides numer- ; informal consultations.

During the year eighteen competitive and three non-competitive ıminations for twenty-two different classes of the official service re held. Two hundred forty-three applicants were summoned by .il for examination; ninety-five passed the examination, which is ıal to fifty-seven per cent. of those who appeared and sixty-three r cent. of those who finished the examination.

As in previous years, questions for positions requiring technical knowledge were usually prepared by competent and experienced persons, and they likewise assisted in marking and rating the papers. In most cases these people did the work gratis, and I deem it my duty to hereby express to them my many and sincere thanks.

As heretofore, I have always endeavored to make the examinations practical in their character and thus establish the right relation between the work to be done and the particular position and the test which should be applied to the applicant.

From time to time the merit system is being more or less criticised when a public official, who has successfully passed the examination and has been appointed from an eligible list, proves himself inefficient in certain particulars or derelict in performing his official duties. It can hardly be seriously maintained that this Board should be held responsible. In the first place, this Board has no power of appointment, but simply superintendents examinations. Of course, this Board makes no claim to infallibility in such matters; it may well happen that an applicant who passed an examination successfully may, after being appointed, commit some act or omit some duty which may render him liable to censure, but if he does so, the appointing power has ample legal right to discharge him forthwith. But it seems to me, that the best remedy to eliminate this feature in the service would be, if Your Honorable Body would enact and promulgate a probation rule, which would provide among others that the appointing officer, board or body should notify the persons certified and should fill the vacant place by an appointment of that person. That such appointment should be on probation for a period of three months, and, if at the end of this period, the conduct and capacity of the person appointed be satisfactory, the appointment then should be deemed permanent; and, on the other hand, if any probationary, upon fair test and trial, be found incompetent or disqualified for the performance of the duties of the position he is filling, then the appointing officer, board or body should certify the fact in writing to the Civil Service Board, and such probationary should then be dropped from the service.

These probation rules are in operation in many cities and states where the civil service law is in effect, and, from reports received work very successfully.

I wish again to emphasize the importance to have the civil service law amended in several particulars, and I would respectfully recommend that the same amendments which were in 1905 introduced in

ıe State Legislature and for some unknown reason not passed should gain be introduced this year, because, if those amendments would be assed, they would materially strengthen the spirit and the workings of he civil service law in this City.

The labor service has been administered as in former years and vith the usual results. In this connection I would beg to suggest to Your Honorable Body that an age limit be established beyond which ıo application for labor in the city service could be filed. As the rule ıow stands, people who are physically totally incapacitated for manual abor of whatever nature apply to the city for work and their applications must be accepted and filed, and when they are finally certified and required to perform hard manual work, they either refuse to accept it, or, vice versa, are rejected by the appointing officer for not being able to do the respective work. I fully realize that such a rule might occasionally create a hardship, but on the whole it would greatly improve the labor service of the city.

FINANCIAL STATEMENT FOR THE YEAR

From January 1, to December 31, 1906.

CIVIL SERVICE FUND:

Appropriation for 1906	$4,000.00	
Total balance City Treasurer's office Dec. 31, 1905	243.83	
DISBURSEMENTS:		
Printing annual report		$ 157.40
Stationery and printing		112.85
Office fixtures and furniture		82.75
Advertising examinations		55.67
Postage		40.00
Newspaper subscriptions		10.00
Expert work for examinations		15.00
Salaries		3,246.64
Balance on hand January 1, 1907		523.52
	$4,243.83	$4,243.83

STATISTICS OF APPLICANTS

FOR THE

OFFICIAL SERVICE.

January 1, 1906, to December 31, 1906, inclusive.

. Total number of applicants	319
. Dropped for non-appearance or other reasons	77
. Examined during the above period	166
. Not yet examined, awaiting examination	228
. Married	198
. Single	121
. Native born	220
I. Foreign born	99
'. Veterans	9
J. Women	26
K. Average age	36 years

NATIVITY OF 319 OFFICIAL APPLICANTS.

NATIVE BORN.

Milwaukee	140	California	1
Wisconsin (exclusive Mil.)	46	Iowa	1
Michigan	8	New Jersey	1
New York	8	Vermont	1
Illinois	5	West Virginia	1
Massachusetts	3		
Ohio	3		220
Pennsylvania	2		

About 69% Native Born.

FOREIGN BORN.

Germany	63	Poland	3
England	7	Scotland	3
Norway	4	Sweden	2
Austria-Hungary	3	Holland	1
Bohemia	3	Russia	1
Canada	3		
Denmark	3		
Ireland	3		99
		Total	319

About 31% Foreign Born.

(In giving percentages in statistical tables, fractions are omitted.)

RESIDENCE IN UNITED STATES.

No. of Applicants.	Years.	No. of Applicants.
2	6 to 10	31
15	11 to 15	18
41	16 to 20	11
63	21 to 25	5
47	26 to 30	6
39	31 to 35	1
39	36 to 40	1
		319

AGE OF APPLICANTS.

No. of Applicants.	Years.	No. of Applicants.
3	11 to 15	27
28	16 to 20	24
49	21 to 25	16
43	26 to 30	10
43	31 to 35	4
35	36 to 40	2
35	41 to 45	319

EXAMINATIONS FOR THE OFFICIAL SERVICE.

During the Year 1906.

Date of Examination	Position Sought.	Applicants invited to appear.	Applicants appeared	Did not finish.	Finished.	Highest Rating.	Lowest Rating.	Failed.	Passed.
1906	**COMPETITIVE**								
an. 29....	Supt. of School Bldgs.....	14	11	1	10	98 512	52.512	4	6
pr. 24....	High Grade Clerk.....	41	22	0	22	89.733	62.299	13	9
lay 8....	Library Assistant.....	20	13	1	12	92.516	78.683	0	12
lay 8....	Page at Pub. Library.....	11	3	0	3	97 400	67.600	1	2
lay 24....	Tunnel Inspector.....	4	3	0	3	88.060	80.820	0	3
ay 24....	Brick & Pipe Sewer Insp....	7	6	1	5	90.176	80.760	0	5
ay 24....	Street & Sidewalk Insp.....	12	11	0	11	84.489	31.984	8	3
ne 7....	Bacteriologist.....	1	1	0	1	97.112	.....	0	1
ne 7....	Matron City Hospitals.....	2	2	0	2	93.850	89.550	0	2
ne 7....	Ass't. Insp. of Bldgs.....	4	4	0	4	93.720	61.600	2	2
ug. 16....	Meat Inspector.....	16	15	2	13	90.904	75.792	0	13
ep. 28 & 29	Stenographer-Typewriter....	15	10	0	10	83.804	70.213	2	8
ct. 11....	Ward Superintendent.....	13	6	2	4	88.100	76.724	0	4
ct. 26....	Oiler.....	18	9	0	9	89.720	57.710	4	5
ov. 2....	Draughtsman and Assistant Draughtsman.....	1	0	0	0	.....	.....	0	0
ov. 2....	Fireman for Stationary Engines.....	16	11	4	7	89.383	52.266	5	2
ov. 9....	Mechanical Engineer.....	28	23	1	22	85.400	81.466	11	11
ov. 9....	Ass't. Mech. Engineer.....					85.400	51.183		
ov. 16....	Museum Attendant.....	1	0	0	0	.....	.....	0	0
ov. 16....	Messenger.....	4	2	0	2	94 900	92.050	0	2
ec. 20....	Tax Assessor.....	15	14	2	12	88.570	63.944	7	5
		243	166	14	152	98.512	31.984	57	95
	NON-COMPETITIVE								
an. 6....	Janitor 14th Dist. School...								
pr. 10....	Recorder and Stenographer.								
ct. 27....	School Janitor.....								

PERCENTAGES ATTAINED BY APPLICANTS WHO FINISHED THE EXAMINATION, EXCLUSIVE APPLICANTS FOR NON-COMPETITIVE EXAMINATION.

3 applicants attained.....95 to 100%
7 applicants attained.....90 to 95%
7 applicants attained.....85 to 90%
3 applicants attained.....80 to 85%
5 applicants attained.....75 to 80%
7 applicants attained less than..... 75%

During the year 1906, 243 applicants were called by mail for examination; 166, or 68% appeared; 152, or 92% of those who appeared, finished the examination; 95 passed the examination successfully, which is equal to 39% of those called, 57% of those who appeared, and 63% of those who finished the examination.

NATIVITY OF OFFICIAL ELIGIBLES.

December 31, 1906.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	163	Germany	44
Wisconsin (exclusive Mil.)	67	England	7
New York	10	Austria-Hungary	5
Michigan	9	Scotland	5
Illinois	8	Bohemia	3
Ohio	6	Ireland	3
Pennsylvania	6	Canada	2
Iowa	4	Denmark	2
Kentucky	3	France	2
New Jersey	3	Norway	2
Massachusetts	2	Poland	2
Nebraska	2	Sweden	2
California	1	Holland	1
Connecticut	1	Russia	1
Maine	1	Switzerland	1
Minnesota	1		
Missouri	1		82
Vermont	1		
	289		

Total, 371.

78% Native Born. 22% Foreign Born.

APPOINTMENTS IN THE OFFICIAL SERVICE
During the Year 1906.

To Take Effect.	Name.	Position.
1906.	BUILDING INSPECTOR'S DEPARTMENT.	
ıly 1....	Harry Booth	Assistant Inspector of Buildings.
	CITY ENGINEER'S DEPARTMENT.	
:t. 8....	Chas. B. Skelton.....	Assistant Draughtsman.
	WATER SUBDEPARTMENT.	
pt. 1....	Julius C. Guentner....	Messenger Meter and Distribution Dept.
	HEALTH DEPARTMENT.	
:b. 7....	Henrietta Windfelder..	Registration Clerk.
pr. 6....	Sidney G. Hartwell....	Sanitary Inspector.
pr. 14....	Helen M. Wilson.....	Recorder and Stenographer.
ıly 24....	Ellen Hume	Matron at Isolation Hospital.
ıly 24....	Dr. Geo. C. Ruhland...	Bacteriologist.
:t. 22....	Geo. F. Elsner.....	Meat Inspector.
	PARK DEPARTMENT.	
une 16....	Louis G. Thomson.....	Park Police.
ug. 10....	Louis Schedler.....	Park Police.
ec. 4....	Edna DeLong.....	Stenographer.
	PUBLIC MUSEUM DEPARTMENT.	
an. 3....	Richard A. Muttkowski	Attendant.
	PUBLIC LIBRARY AND MUSEUM DEPARTMENTS—Jointly.	
June 7....	Geo. T. Serles.....	Fireman.
June 7....	Nicholas Feltes.....	Fireman.

APPOINTMENTS IN THE OFFICIAL SERVICE—Continued.

During the Year 1906.

To Take Effect.	Name.	Position.
1906.	PUBLIC WORKS DEPARTMENT.	
Aug. 6....	Armin R. Heilman....	Permit Clerk.
June 29....	Wm. D. O'Brien.....	Inspector of Streets.
June 29....	Ralph W. E. Kaysen...	Inspector of Streets.
Oct. 23....	James F. Foley.....	Inspector of Streets.
Oct. 23....	Geo. B. Little.....	Inspector of Streets.
Oct. 23....	Patrick H. Loftus.....	Inspector of Streets.
June 1....	Chas. L. Dore.....	Inspector of Sewers.
June 1....	Ralph W. E. Kaysen..	Inspector of Sewers.
Aug. 1....	Willard J. Hadley....	Inspector of Sewers.
Aug. 1....	Daniel McCaigue.....	Inspector of Sewers.
Jan. 1....	Patrick J. Grogan.....	Inspector of Pipe Sewers.
Dec. 3....	John E. Hutchings....	Superintendent 7th Ward.
Apr. 24....	Frank J. Gora.....	Superintendent 12th Ward.
Nov. 5....	Henry Rotier.....	Superintendent 17th Ward.
Jan. 1....	Chas. W. Klebenow....	Superintendent 22nd Ward.
Jan. 1....	Geo. Sanderson.....	Bridge Tender Clinton St. Bridge.
Apr. 16....	Fred Andrews.....	Bridge Tender Clinton St. Bridge.
Jan. 1....	Edw. J. Murray.....	Bridge Tender 6th St. Viaduct.
Jan. 1....	Patrick Kelly.....	Bridge Tender Kinnickinnic Av. Bridge.
Apr. 16....	Louis P. Ruehl.....	Bridge Tender State St. Bridge.
May 1....	Llewellyn M. Couillard.	Bridge Tender Grand Av. Bridge.
May 21....	Geo. D. Tibbits.....	Bridge Tender Chestnut St. Bridge.
	SCHOOL DEPARTMENT.	
Mch. 7....	Didrik Ottesen.....	Superintendent of School Buildings.
Dec. 1....	Roy Du Mez.....	Messenger.
June 8....	John Selbo.....	Janitor West Division High School.
Oct. 4....	John J. Lukowitz.....	Janitor 1st District School.
Oct. 11....	James McGee.....	Janitor 5th District School No. 1.
Aug. 16....	August Mahnke, Jr....	Janitor 6th District School No. 1.
Jan. 1....	Wm. Christ.....	Janitor 9th District School No. 2.
Mch. 20....	Emil F. Horn, Jr.....	Janitor 9th District School No. 2.
Jan. 1....	Henry Wiegand.....	Janitor 10th District School No. 4.
Jan. 26....	Joseph Klappa.....	Janitor 14th Dist. School.
Apr. 1....	Henry Scholz.....	Janitor 19th District School No. 1.
Oct. 27....	Joseph Spurney.....	Janitor 19th District School No. 2 Annex
Jan. 1....	Frank R. Coakley.....	Janitor 22nd District School No. 1.
Oct. 29....	Albert A. Tesch.....	Janitor 23rd District School No. 1.

INTMENTS IN THE OFFICIAL SERVICE—Continued.

During the Year 1906.

E	Name.	Position.
	SMOKE INSPECTOR'S DEPARTMENT.	
...	Edw. Paetschow.....	Stenographer.
	WATER REGISTRAR'S DEPARTMENT.	
...	Peter J. Hayes.....	Clerk.
...	Vencel Reisimer.....	Meter Reader.
...	Wenzel Weisl.....	Meter Reader.
...	Joseph Werra.....	Meter Reader.
...	Mich. A. Mochalski....	Meter Reader.
...	Chas. A. Davies.....	Meter Reader.

OMOTIONS AND TRANSFERS IN THE OFFICIAL SERVICE

During the Year 1906.

E	Name.	Position.
	CITY ENGINEER'S DEPARTMENT.	
...	John S. Gasper.....	Messenger to Chainman Water Sub-Dept.
...	Thomas Cooke.....	Meter Repairer to Hydrant Inspector Meter and Distribution Sub-Dept.
	HEALTH DEPARTMENT.	
...	Ferd. Mack, Jr.....	Sanitary Inspector to Chief Disinfector.
	PUBLIC LIBRARY DEPARTMENT.	
...	Ada Wechselberg.....	Evening Assistant to regular Day Assistant.
...	Ella W. Caldwell.....	Substitute Assistant to regular Evening Assistant.

PROMOTIONS AND TRANSFERS IN THE OFFICIAL SERVICE.—Continued.

During the Year 1906.

To Take Effect.	Name.	Position.
1906.	PUBLIC WORKS DEPARTMENT.	
Aug. 1....	Matthew L. Steinbach..	Clerk to Carpenter Bridge Repair Dept.
Aug. 1....	Martin J. Schieffer....	Order Clerk to Bill Clerk.
Jan. 1....	Patrick W. Sullivan...	Bridge Tender, from Clinton St. Bridge to Chestnut St. Bridge.
Jan. 7....	Richard W. Casey.....	Bridge Tender, from Kinnickinnic Ave. Bridge to Michigan St. Bridge.
Jan. 7....	Dan. Sullivan.....	Bridge Tender, from Michigan St. Bridge to East Water Street Bridge.
Jan. 9....	Albert Skavlen.....	From Bridge Tender at Buffalo St. Bridge to Bridge Carpenter.
Jan. 10....	Seth W. Powers.....	Bridge Tender, from 6th St. Bridge to Buffalo St. Bridge.
Apr. 1....	John Daley.....	Bridge Tender, from East Water St. Bridge to State St. Bridge.
May 1....	Aug. Rehwinkel.....	Bridge Tender, from Grand Av. Bridge to 6th St. Bridge.
May 1....	Aug. Lueck.....	Bridge Tender, from 16th St. Bridge to Holton St. Bridge.
May 1....	H. H. Hovland.....	Bridge Tender, from Holton St. Bridge to 16th St. Bridge.
May 1....	Chas. Sprague.....	Bridge Tender, from Chestnut St. Bridge to State St. Bridge.
June 19....	Geo. Sanderson.....	Bridge Tender, from 6th St. Bridge to Grand Av. Bridge.
July 1....	Thos. F. Duffy.....	Bridge Tender, from 6th St. Bridge to State St. Bridge.
Oct. 1....	John Driscoll.....	Bridge Tender, from 6th St. Bridge to Oneida St. Bridge.
Oct. 1....	Aug. Rehwinkel.....	Bridge Tender, from 6th St. Bridge to Michigan St. Bridge.
Oct. 1....	Edw. J. Baldwick.....	Bridge Tender, from Oneida St. Bridge to Huron St. Bridge.
Oct. 1....	John Laubenheimer....	Bridge Tender, from Michigan St. Bridge to State St. Bridge.
Nov. 1....	Adam Braun.....	Bridge Tender, from Huron St. Bridge to 16th St. Bridge.
Nov. 1....	Paul Seislowski.....	Bridge Tender, from Cherry St. Bridge to North Av. Bridge.
Nov. 1....	Michael J. Foran.....	Bridge Tender, from North Av. Bridge to Cherry St. Bridge.
Apr. 9....	Mike Skowronski.....	Inspector of Brick and Pipe Sewers to Assistant Superintendent of Sewers.

SCHOOL DEPARTMENT.

....	Albert Poiron.....	Janitor, from 1st Dist. School to 16th Dist. School No. 2.
....	Peter Weber.....	Janitor, from 1st Dist. School to 11th Dist. School No. 1.
....	Max Kratzat.....	Janitor, from 5th Dist. School to 8th Dist. School No. 3.
....	Albert Kamrath.....	Janitor, from 6th Dist. School No. 1 to 13th Dist. School No. 1.
....	John Felsen.....	Janitor, from 23rd Dist. School to laborer School Repair Dept.

CHANGES IN THE OFFICIAL SERVICE

During the Year 1906.

ments	58	Deaths	7
ons and Transfers.....	32	Discharges	10
of Salary (excepting tions and transfers)...	61	Emergency Appointments.....	73
tions	23	Renewals of Emergency Appointments	62

VITY OF APPOINTEES IN THE OFFICIAL SERVICE.

Appointed during the Year 1906.

NATIVE BORN.		FOREIGN BORN.	
ee	26	Germany	7
in (exclusive Mil.).....	8	Bohemia	3
.....	3	Canada	2
.....	2	England	2
.....	1	Norway	2
n	1	England	1
	41		17

Total..... 58

71% Native Born. 29% Foreign Born.

STATISTICS OF APPLICANTS FOR THE LABOR SERVICE.

During the Year 1906.

A.	Total number of applicants	386
B.	Married	312
C.	Single	74
D.	Native Born	114
E.	Foreign Born	272
F.	Veterans	2
G.	Women	20
H.	Can read and write English	221
I.	Can read and write foreign languages	268
J.	Cannot read and write any language	36

STATISTICS OF APPLICANTS FOR SKILLED LABOR.

During the Year 1906.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	18	Germany	17
Wisconsin (exclusive Mil.)	9	Austria-Hungary	3
Illinois	2	Russia	3
Iowa	1	Bohemia	2
Pennsylvania	1	Ireland	2
U. S. (state not given)	1	Canada	1
		England	1
		Norway	1
	32		30

Total 62

52% Native Born. 48% Foreign Born.

AGE.		RESIDENCE IN U. S.	
ants.	Years.	No. of Applicants.	Years.
.....	16 to 20	2	6 to 10
.....	21 to 25	4	11 to 15
.....	26 to 30	4	16 to 20
.....	31 to 35	11	21 to 25
.....	36 to 40	13	26 to 30
.....	41 to 45	3	31 to 35
.....	46 to 50	12	36 to 40
.....	51 to 55	9	41 to 45
.....	56 to 60	3	51 to 55
.....	61 to 65	1	56 to 60
.....	66 to 70		
		62	

s dependent upon them for support..... 44

..... 18

.....none

d write English..... 25

d write English and German..... 23

d write German..... 5

d write English and Bohemian..... 2

d write English and Polish..... 1

d write English, German and Polish..... 1

d write English, German and Russian..... 1

d write English and French..... 1

d write English and Norwegian..... 1

d write English and Hebrew..... 1

d write Slavonic..... 1

62

STATISTICS OF SKILLED LABOR ELIGIBL

December 31, 1906.

NATIVE BORN.		FOREIGN BORN.
Milwaukee	28	Germany
Wisconsin (exclusive Mil.)	13	Austria-Hungary
Michigan	3	Ireland
New York	3	Italy
Pennsylvania	3	Canada
Iowa	1	England
Kansas	1	Holland
New Hampshire	1	Norway
U. S. (state not given)	1	
	54	

Total 93

58% Native Born. 42% Foreign Born

AGE OF SKILLED LABOR ELIGIBLES.

No. of Eligibles.	Years.	No. of Eligibles.
1	16 to 20	10
18	21 to 25	10
16	26 to 30	10
5	31 to 35	6
12	36 to 40	5
		93

Can read and write English .....
Can read and write English and German .....
Can read and write English and Polish .....
Can read and write English and Italian .....
Can read and write German .....
Can read and write English, German and French .....
Can read and write English and French .....
Can read and write English and Dutch .....
Can read and write German and Polish .....
Can read and write Norwegian .....

STATISTICS OF APPLICANTS FOR COMMON LABOR.

During the Year 1906.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	49	Germany	162
Wisconsin (exclusive Mil.)	16	Poland	26
Massachusetts	3	Austria-Hungary	15
New York	3	Bohemia	7
Pennsylvania	3	Ireland	7
Illinois	2	England	6
Michigan	2	Italy	5
Minnesota	2	Canada	3
Ohio	1	Denmark	2
Tennessee	1	Holland	2
		Russia	2
		Norway	1
		Scotland	1
		Switzerland	1
		Syria	1
		Turkey	1
	82		242

Total..... 324

25% Native Born. 75% Foreign Born.

AGE.		RESIDENCE IN U. S.	
No. of Applicants.	Years.	No. of Applicants.	Years.
2	16 to 20	5	2 to 5
20	21 to 25	11	6 to 10
30	26 to 30	31	11 to 15
22	31 to 35	39	16 to 20
24	36 to 40	77	21 to 25
26	41 to 45	45	26 to 30
33	46 to 50	47	31 to 35
43	51 to 55	32	36 to 40
43	56 to 60	12	41 to 45
41	61 to 65	8	46 to 50
31	66 to 70	8	51 to 55
7	71 to 75	5	56 to 60
2	76 to 80	3	61 to 65
		1	66 to 70
324		324	

Have families dependent upon them for support	268
Freeholders	134
Veterans	2
Women	20

Can read and write English and German	78
Can read and write German	64
Can read and write English	57
Can read and write Polish	30
Can read and write English and Polish	15
Can read and write English, German and Polish	13
Can read and write English, German and Polish	7
Can read and write Bohemian	6
Can read and write Slavonic	3
Can read and write English and Danish	2
Can read and write English and Dutch	2
Can read and write English, German and Bohemian	1
Can read and write English and French	1
Can read and write English and Norwegian	1
Can read and write English and Swedish	1
Can read and write German, Polish and Hungarian	1
Can read and write German and Bohemian	1
Can read and write German and Hungarian	1
Can read and write Dutch	1
Can read and write Hebrew	1
Can read and write Italian	1
Can read and write Syrian	1
Cannot read and write any language	36
	324

LABOR ELIGIBLE LISTS

in force December 31, 1906.

SKILLED LABORERS.

acksmiths	6
ridge Carpenters	5
ridge Painters	15
ridge Painters and Sailors	12
ırpenters	5
as Engine Expert	1
ardwood Finisher & Decorator	1
ɔcksmith	1
ason	1
ason and Bricklayer	4
ewer Mason	1
achinists	10
achinist Electrical Work	1
achinist Water Dept	1
Pattern Maker	1
Painters	14
Plumbers	2
Slater	1
Steamfitters	5
Steamfitters for gas engine repairing	2
Steamfitter for hot water system	1
Steamfitter for Johnson system	1
Steamfitter for Water Dept	1
Tinner	1

WARD LABORERS.

st Ward	11
nd Ward	22
rd Ward	20
h Ward	1
h Ward	19
h Ward	11
h Ward	5
h Ward	24
h Ward	32
h Ward	28
h Ward	28
h Ward	31
13th Ward	30
14th Ward	47
15th Ward	1
16th Ward	1
17th Ward	7
18th Ward	19
19th Ward	4
20th Ward	18
21st Ward	7
22nd Ward	34
23rd Ward	3

MISCELLANEOUS SPECIAL COMMON LABORERS.

sistant Tappers	3
th House Attendants	3
acksmith's Helper	1
atman East Side Parks	1
atman West Side Parks	5
atman South Side Parks	5
idge Sweepers	5
idge Helpers	7
idge Laborers	3
eaner Pub. Bldgs. (male)	19
Cleaner and Window Washer Public Buildings	11
Cleaner at Pumping Stations	6
Helper at Pumping Stations	17
Laborer at Pumping Stations and Kilbourn Park	5
Custodian of Golf Links	1
Custodian of Pavilions	2
Coal Passer	31
Electric Crane Operator	1

Electrician's Helper	11
Helper at Public Buildings	2
Laborer Garbage Plant (not yet placed under Civil Service Rules)	24
Machinist's Helper	9
Meter Repairer	30
Office Cleaner (female)	89
Park Labor, East Side	4
Park Labor, West Side	6
Park Labor, South Side	17
Paver	33
Pound Driver	1
Public Library:	
Book Sewing	1
Laborer	4
School Cleaner	1
School Repair Dept.:	
Helper and Laborer Johnson System	1
Helper and Laborer Heat Regulating System	[illegible]
Helper and Laborer Heat Regulating and Plumbing	
Helper and Laborer Plumbing	
Laborer	
Sewer Cleaner	
Sewer Laborer, East Side	
Sewer Laborer, West Side	
Sewer Laborer, South Side	
Skating Rink Keeper	
Steamfitter's Helper	
Teamster	
Teamster School Repair Department	
Teamster Water Department	
Water Dept.:	
Helper	5
Laborer	[illegible]
Turn-on-and-off-man	25

POINTMENTS IN THE LABOR SERVICE.

During the Year 1906.

PUBLIC WORKS DEPARTMENT.

WARDS.

NAME.	No. OF WARD.	POSITION.
W. Dobrowski	1st	Common Laborer.
John Hoesl	1st	Common Laborer.
Stephen Bednar	2nd	Common Laborer.
Ferdinand Wittnebel	2nd	Common Laborer.
Carl Laade	2nd	Common Laborer.
Michael Gehart	2nd	Common Laborer.
Louis Klemp	2nd	Common Laborer.
Theodore Halm	2nd	Common Laborer.
August Kramer	2nd	Common Laborer.
Anton Hoerl	2nd	Common Laborer.
Hans Hanson	2nd	Common Laborer.
Chas. Tockstein	2nd	Common Laborer.
Geo. M. Korneli	2nd	Paver.
John Dequistio	3rd	Common Laborer.
Augostino Geraci	3rd	Common Laborer.
Giacomo Palombo	3rd	Paver.
Joseph Piquet	4th	Common Laborer.
Herman Ehlers	4th	Common Laborer.
Kilian Hauser	4th	Common Laborer.
Abraham Herro	4th	Common Laborer.
Chas. F. Rowland	4th	Common Laborer.
Wm. H. Spencer	4th	Common Laborer.
Jacob Wras	4th	Common Laborer.
Nicholas Blow	4th	Common Laborer.
Frank Druml	4th	Common Laborer.
Charles Gregory	7th	Common Laborer.
Louis P. Ruehl	7th	Common Laborer, Juneau Park.
Rubin S. Carver	7th	Common Laborer.
Cesare Macare	7th	Common Laborer.
Herman Belz	8th	Paver.
John Grabner	9th	Common Laborer.
Ferdinand Henke	9th	Common Laborer.
John Lehrke	9th	Common Laborer.
Wm. Dusing	9th	Common Laborer.
P. Wodsedalek	10th	Paver.
Henry Ehlke	11th	Common Laborer.
Chas. Steinkraus	11th	Common Laborer.
Andrew Schaefer	11th	Common Laborer.
William Glander	11th	Common Laborer.
Carl Grawunder	11th	Common Laborer.
Friedrich Kneiss	13th	Common Laborer.
Michael Pierzschalski	13th	Common Laborer.
Frank Galewski	13th	Common Laborer.

APPOINTMENTS IN THE LABOR SERVICE—Continued.

During the Year 1906.

To Take Effect.	Name.	No. of Ward.	Position.
1906.			
Apr. 10....	John Trzbiatowski.....	13th	Common Laborer.
June 1....	John Krueger.....	13th	Paver.
Jan. 18....	Carl Dahms.....	15th	Common Laborer.
Apr. 12....	Ludwig Fehlhaber.....	15th	Common Laborer.
Dec. 10....	Henry Holtz.....	15th	Common Laborer.
Dec. 10....	Anton Prokop.....	15th	Common Laborer.
Dec. 10....	Herman Hepp.....	15th	Common Laborer.
Mch. 15....	Herman Klutzka.....	16th	Common Laborer.
Apr. 19....	Gottlieb Kuhn.....	17th	Common Laborer.
Apr. 19....	Frank Pomplun.....	17th	Common Laborer.
Apr. 16....	John Szczepanski.....	18th	Paver.
Apr. 16....	Joe Kotecki.....	18th	Paver.
Apr. 12....	John Henke.....	19th	Common Laborer.
Apr. 12....	Aug. Schroeder.....	19th	Common Laborer.
Apr. 12....	John Dettmann.....	19th	Common Laborer.
Mch. 30....	Wilhelm Scheibe.....	20th	Common Laborer.
Apr. 1....	Fred Dick.....	20th	Common Laborer.
Apr. 1....	Otto Steldt.....	20th	Common Laborer.
Mch. 14...	Henry Juedes.....	21st	Common Laborer.
Mch. 14....	Nicholas Wilger.....	21st	Common Laborer.
July 10....	John Sohleigel.....	21st	Common Laborer.
July 10....	Fritz Behrend.....	21st	Common Laborer.
Mch. 7....	Carl Vogel.....	22nd	Common Laborer.
Nov. 13....	Christian Fach.....	22nd	Common Laborer.
Jan. 12....	Franz Bleich.....	23rd	Common Laborer.
Mch. 19....	Reinhold Hintz.....	23rd	Common Laborer.

MISCELLANEOUS SUBDEPARTMENTS.

To Take Effect.	Name.	Position and Subdepartment.
1906.		
July 1....	Dan. Rice.....	Bath House Attendant 3rd Ward.
July 1....	Geo. C. Brown.....	Bath House Attendant 17th Ward.
Apr. 12....	Frank H. Toenhardt, Jr.	Helper City Hall.
Jan. 8....	Harry Raymond.....	Helper Engine Room City Hall.
Sept. 26....	Geo. Lipperer.....	Cleaner and Window Washer City Hall.
May 2....	P. F. Jackson.....	Blacksmith Bridge Repair Subdept.
July 1....	Michael D. Casey.....	Carpenter Bridge Repair Subdept.
July 1....	Joseph Zander.....	Carpenter Bridge Repair Subdept.
July 1....	John C. Kocher.....	Carpenter Bridge Repair Subdept.
July 1....	Michael T. Meehan....	Carpenter Bridge Repair Subdept.
Dec. 1....	Andrew Gill.....	Carpenter Bridge Repair Subdept.

APPOINTMENTS IN THE LABOR SERVICE—Continued.

During the Year 1906.

To Take Effect.	Name.	Position and Subdepartment.
1906.		
ly 1....	Claud J. Reuter.....	Carpenter and Iron Worker Bridge Repair Subdept.
ne 1....	Knut Zakariasen.....	Carpenter and Iron Worker Bridge Repair Subdept.
ly 1....	John Birchler.....	Carpenter and Iron Worker Bridge Repair Subdept.
ne 1....	Edward H. Egan.....	Painter Bridge Repair Subdept.
ne 1....	Joseph Nolan.....	Painter Bridge Repair Subdept.
ne 1....	Edward Kolka.....	Painter Bridge Repair Subdept.
y 15....	John Hampel.....	Painter Bridge Repair Subdept.
g. 1....	Edw. Reilly.....	Painter Bridge Repair Subdept.
r. 1....	John Hopkins.....	Painter Bridge Repair Subdept.
g. 1....	Patrick Murphy.....	Painter Bridge Repair Subdept.
y 13....	John Jaroch.....	Laborer Bridge Repair Subdept.
y 13....	John Voit.....	Laborer Bridge Repair Subdept.
y 13....	John J. Domagalski...	Laborer Bridge Repair Subdept.
h. 13....	John Utipil.....	Bridge Sweeper.
r. 20....	Leonard Fuchs.....	Laborer, West Sewerage Dist.
y 18....	Ferdinand Wittnebel...	Laborer, West Sewerage Dist.
y 21....	Peter Gust.....	Laborer, West Sewerage Dist.
e 1....	John Skowronski.....	Laborer, South Sewerage Dist.
. 1....	Lorenz Wilkowski.....	Laborer, South Sewerage Dist.

PARK DEPARTMENT.

To Take Effect.	Name.	Position.	Place of Employment.
1906.			
r. 14....	John Biedrzycki.....	Common Laborer...	Humboldt Park.
r. 18....	Martin Radzinski....	Common Laborer...	Humboldt Park.
r. 24....	Peter M. Kennert....	Common Laborer...	Humboldt Park.
y 14....	Joe Benninger.....	Common Laborer...	Humboldt Park.
r. 9....	John D. Connolly....	Custodian Golf Lks.	Lake Park.
r. 26....	Thos. F. Farrell.....	Common Laborer...	Lake Park.
r. 26....	Frank Zalewski.....	Common Laborer...	Lake Park.
r. 28....	Anton Flach.....	Common Laborer...	Lake Park.
r. 28....	Ignatz Andrzejewski..	Common Laborer...	Lake Park.
r. 28....	Vincent Dubial.....	Common Laborer...	Lake Park.
y 9....	Martin Komos.....	Common Laborer...	Lake Park.
y 14....	Kasimir Pluskota....	Common Laborer...	Lake Park.
y 14....	Frank Lipinski.....	Common Laborer...	Lake Park.
g. 15....	Laurence J. Engel....	Custodian Children's Playgrounds	Lake Park.
r. 10....	Otto Tuttrup.....	Common Laborer...	Mitchell Park.
r. 26....	Frank Schwartz.....	Common Laborer...	Washington Park.
r. 26....	Joachim Kruse.....	Common Laborer...	Washington Park.

APPOINTMENTS IN THE LABOR SERVICE—Continued.

During the Year 1906.

To Take Effect.	Name.	Position.	Place of Employment.
1906.			
Apr. 26....	Henry Stiedemann...	Common Laborer...	Washington Park.
Apr. 26....	Jacob Rewolinski....	Common Laborer...	Washington Park.
Apr. 26....	John Trzebiatowski...	Common Laborer...	Washington Park.
Apr. 28....	Chas. Struck.....	Common Laborer...	Washington Park.
Apr. 28....	John B. Muckenheide.	Common Laborer...	Washington Park.
Apr. 28....	Ferd. Henke.....	Common Laborer...	Washington Park.
Apr. 28....	Edward R. Bartmann.	Common Laborer...	Washington Park.
Apr. 28....	Louis Koller.....	Common Laborer...	Washington Park.
May 9....	Harris Liess.....	Common Laborer...	Washington Park.
May 9....	August Moritz.....	Common Laborer...	Washington Park.
May 9....	Christian Hellwig....	Common Laborer...	Washington Park.
May 9....	Nic Ernser.....	Common Laborer...	Washington Park.
May 9....	Aug. Knoll, Sr.....	Common Laborer...	Washington Park.
May 14....	Frank Burkhart.....	Common Laborer...	Washington Park.
May 14....	Frank Jirowsek.....	Common Laborer...	Washington Park.
May 14....	F. W. Priebe.....	Common Laborer...	Washington Park.
June 8....	Michael Baumgart....	Common Laborer...	Washington Park.
June 8....	John M. Puerner....	Common Laborer...	Washington Park.
June 8....	Michael Ciszewski....	Common Laborer...	Washington Park.
June 8....	Julius Borzyskowski..	Common Laborer...	Washington Park.
June 8....	Fred Dahlke.....	Common Laborer...	Washington Park.
June 8....	Edward De Buhr, Sr.	Common Laborer...	Washington Park.
June 8....	Aug. Gatzke.....	Common Laborer...	Washington Park.
June 8....	Ernest Borrow.....	Common Laborer...	Washington Park.
May 28....	Harry De Baufer....	Custodian Golf Lks.	Washington Park.

PUBLIC LIBRARY DEPARTMENT.

To Take Effect.	Name.	Position.
1906.		
June 8....	Eleanor Benstem.....	Book Sewing.
Apr. 1....	Ella M. Childs.....	Substitute Book Sewing.
June 5....	Paula Thiens.....	Office Cleaner.

APPOINTMENTS IN THE LABOR SERVICE—Continued.

During the Year 1906.

SCHOOL DEPARTMENT.

To Take Effect.	Name.	Position.
1906.		
ı. 9....	Charles Salow.....	Cabinet Maker.
ly 3....	Charles J. F. Schmidt...	Cabinet Maker.
ly 3....	Peter Nelson.....	Cabinet Maker.
ly 5....	Gottlieb Kiehl.....	Cabinet Maker.
ly 5....	Wm. T. Kuehnel.....	Cabinet Maker.
ly 3....	Henry Facklam.....	Cabinet Maker.
ly 3....	Fred Woelm.....	Cabinet Maker.
y 10....	James Svanda.....	Cabinet Maker.
g. 3....	Casper Scepko.....	Cabinet Maker.
g. 6....	John Hirt.....	Carpenter.
g. 6....	Henry Umnack.....	Carpenter.
g. 6....	Ira Soerens.....	Carpenter.
g. 6....	Alexander Niemann.....	Carpenter.
g. 6....	Wm. Schroeder.....	Carpenter.
r 5....	J. M. Rusch.....	Painter.
r 5....	Robert Draeger.....	Painter.
r 5....	Paul Davis.....	Painter.
r 5....	Casimir Osinski.....	Painter.
r 5....	Sewell Abramson.....	Painter.
r 5....	Guy De Young.....	Painter.
r 5....	Frank B. Slater.....	Painter.
r 5....	Fred Fritsche, Jr.....	Painter.
y 5....	Frank Fritsche.....	Painter.
y 5....	Nic Sandhagen.....	Painter.
y 6....	Chas. J. Hopp.....	Painter.
y 9....	John Smith.....	Painter.
e 11....	Harry L. Gehrt.....	Laborer.
y 13....	Frank Ziegenhagen.....	Laborer.
5....	Ezra Wing.....	Laborer.
ı. 26....	Henry Cook.....	School Cleaner 18th Ward Barracks.
ı. 26....	Carrie Behling.....	School Cleaner Jones Island.
ı. 26....	Elizabeth Langbecker....	School Cleaner School for Deaf.
ly 1....	May Schier.....	School Cleaner School for Deaf.
ne 22....	Thomas P. Sullivan.....	Boiler Maker and Steamfitter.
ne 16....	Martin Rode.....	Plasterer.
v. 1....	Walter G. Gehrs.....	Constructor and Repairer of Heat Regulation.

APPOINTMENTS IN THE LABOR SERVICE—Continued.

During the Year 1906.

CITY ENGINEER'S DEPARTMENT.

To Take Effect.	Name.	Position and Subdepartment.
1906.		
Jan. 18....	Henry Scheele.....	Machinist North Point Pumping Sta.
Feb. 1....	Adolph Sedmihradsky...	Steamfitter's Helper.
Mch. 6....	Geo. E. McCabe.....	Laborer Meter and Distribution Subdept.
Mch. 26....	Frank Lipinski.....	Laborer Meter and Distribution Subdept.
Apr. 6....	John Kosidowski.....	Laborer Meter and Distribution Subdept.
Apr. 7....	John Sierakowicz.....	Laborer Meter and Distribution Subdept.
Apr. 9....	Henry O'Gorman.....	Laborer Meter and Distribution Subdept.
Apr. 9....	Otto Roehr.....	Laborer Meter and Distribution Subdept.
Apr. 9....	Adolph Hackendahl.....	Laborer Meter and Distribution Subdept.
Apr. 11....	Wm. Brehm.....	Laborer Meter and Distribution Subdept.
May 2....	Daniel O'Connor.....	Laborer Meter and Distribution Subdept.
May 2....	Wilhelm Thurow.....	Laborer Meter and Distribution Subdept.
June 29....	Anton Szych.....	Laborer Meter and Distribution Subdept.
July 21....	John Schendel.....	Laborer Meter and Distribution Subdept.
Sept. 17....	Herman Hoppe.....	Laborer Meter and Distribution Subdept.
Sept. 27....	Jacob Narloch.....	Laborer Meter and Distribution Subdept.
Sept. 27....	Andrew Schulist.....	Laborer Meter and Distribution Subdept.
Oct. 2....	Aug. Gwiazdowski.....	Laborer Meter and Distribution Subdept.
Oct. 2....	Chas. Woehlert.....	Laborer Meter and Distribution Subdept.
Oct. 17....	Mich. Kozmierczak.....	Laborer Meter and Distribution Subdept.
Dec. 1....	Anton J. Komorowski...	Laborer Meter and Distribution Subdept.
Oct. 17....	Otto Kiel.....	Laborer Pumping Stations.
Oct. 20....	Joseph Lemberger.....	Laborer Pumping Stations.
Dec. 1....	Frank J. Krause.....	Laborer Pumping Stations.
Aug. 9....	Fred Kodritzki.....	Laborer Kilbourn Park.
Aug. 13....	Henry Christiansen.....	Laborer Kilbourn Park.

VITY OF EMPLOYES IN THE LABOR SERVICE.

December 31, 1906.

NATIVE BORN.		FOREIGN BORN.	
.....	148	Germany	693
(exclusive Mil.)	51	Ireland	54
.....	23	Poland	48
.....	7	Austria-Hungary	39
ts	4	Italy	26
a	4	Bohemia	22
.....	4	England	15
.....	3	Norway	10
.....	3	Holland	9
.....	2	Syria	8
.....	2	Russia	6
.....	1	Sweden	5
.....	1	Switzerland	3
id.....	1	Canada	2
.....	1	Denmark	2
		France	1
	255	Sicily	1
		Scotland	1
		Wales	1
		Europe (Country not given)....	1
			947

Known	1202
Unknown	35
Total	1237

; Native Born. 79% Foreign Born.

00 of those who registered as having been born in Germany . were actually born in German or Austrian Poland, so that it 250 are natives of Poland.

TOTAL CHANGES IN THE CITY SERVICE.

During the Year 1906.

Appointments in the Official Service	58	
Appointments in the Labor Service	206	
		264
Promotions and Transfers in the Official Service	28	
Promotions and Transfers in the Labor Service	17	
Promotions and Transfers from Labor to Official Service	8	
Transfers from Official to Labor Service	3	
		56
Separations from the Official Service	40	
Separations from the Labor Service	180	
		220
Total changes of all kinds (excepting temporary changes, leave of absence and "lay-offs")		

TOTAL NUMBER OF ALL PERSONS IN THE CITY CI SERVICE OF MILWAUKEE.

I. UNDER CIVIL SERVICE RULES.

A. UNDER THE BOARD OF CITY SERVICE COMMISSIONERS:		
In the Official Service	591	
In the Labor Service	1,237	
In both branches		1,828
B. UNDER THE BOARD OF FIRE AND POLICE COMMISSIONERS:		
In the Fire Department	434	
In the Police Department	403	
In both branches		837
C. UNDER THE BOARD OF SCHOOL DIRECTORS:		
Principals, Teachers and Truant Officers		1,051
Total number of persons under Civil Service Rules of the three branches		

II. NOT UNDER CIVIL SERVICE RULES.

D. ELECTIVE OFFICERS:	
Mayor, Comptroller, Treasurer, Attorney	4
Aldermen	46
Clerk of Municipal Court	1

Judges		2	
Justices of the Peace		11	
Constables		11	
Total number of exempted elective officers			75

APPOINTIVE OFFICERS:

1. Salaried Officers—			
Heads of Departments	11		
Deputies	8		
Cashier	1		
Secretaries	4		
Treasurer's Clerks	2		
Assistant City Attorneys	4		
Assistant City Engineer	1		
Assistant Clerks of Municipal Court	2		
Court Reporter	1		
Court Janitor	1		
Weigh Masters (receiving one-half of proceeds)	2		
School Superintendent	1		
Assistant School Superintendents	3		
Park Superintendent	1		
Taxidermists	2		
Curator of Invertebrate Zoology	1		
Various Officials	6		
		51	
2. Honorary Officers—			
City Service Commissioners	4		
Fire and Police Commissioners	4		
Commissioners of Public Debt	3		
Park Commissioners	5		
School Directors	12		
Library Trustees	9		
Museum Trustees	9		
Johnston Emergency Hospital Trustees	9		
Total number of exempted honorary appointive officers		55	
Total number of exempted appointive officers or employes			106
Total number of officers and employes not subject to Civil Service Rules			181
Total number of persons in the City Service			3,897

The number of laborers actually employed in street work and in the parks at the time of this writing is much less than represented in the foregoing summary, because a number of the skilled and common laborers included in it are often laid off when there is not sufficient work for them, and especially during the winter the superintendents assign the men in relays, so as to give as many of them as possible an opportunity for part of the work, excepting the employes of long standing needed for the special work requiring experience and training, who are rarely laid off.

The following figures indicate what work has to be taken care of during the year:

Area of the city	22½ square miles or 14,400 acres	
Area of public squares	22 acres	
Length of streets	533.331 miles	
Length of water mains	409.345 miles	
Length of sewers, including intercepting sewers or tunnels	392.292 miles	
Area of parks in charge of Board of Public Works	60.997 acres	
Area of parks in charge of Park Commissioners	460.713 acres	
Viz.: Lake Park	123.6 acres	
Riverside Park	24 acres	
Sherman Park	24 acres	
Washington Park	147.745 acres	
Mitchell Park	59.5 acres	
Kosciuszko Park	36.868 acres	
Humboldt Park	45 acres	
School houses (exclusive barracks)		58
Other public buildings		54
Apparatus on wheels used by the Fire Department		116
Fire boats for river service		4
Horses		224

I would fail in my duty were I not to report of the hearty co-operation which at all times I had received from the heads of the various departments. One and all cheerfully complied with the rules and regulations and faithfully adhered to the provisions of the law.

Respectfully submitted,

JOHN J. VLACH,

Chief Examiner and Secretary.

EXHIBIT O.

CITY CIVIL SERVICE ACT.

Chapter 313, of the Laws of 1895, App. April 19 and Pub. April 29.
[As Amended by Chapter 218, of the Laws of 1897,
App. April 12, and Pub. April 13.]

AN ACT to regulate the civil service of cities.

The people of the State of Wisconsin, represented in Senate and Assembly, do enact as follows:

SECTION 1. The Mayor of each city in this state, of the first class, or of the second class, as defined by Section 1, of Chapter 312, of the general laws of Wisconsin enacted in 1893 whether such city be incorporated by special act of the Legislature or under the general laws of the state, shall, before the fifteenth day of June, A. D. 1895, or the fifteenth day of June in the year next following the first state or national census, showing such city to belong to either said first or said second class, appoint four persons, citizens and residents of said city, who shall constitute and be known as the Board of City Service Commissioners of such city, and shall designate one of the persons so appointed to serve for a term of four years, one for a term of three years, one for a term of two years, and one for a term of one year, from the first Monday of July in the year of their appointment and until their respective successors are appointed and qualified; and in each and every year after such first appointment, the Mayor shall, in like manner, in the month of June, appoint one person as the successor of the Commissioner whose term shall expire in that year, to serve as such Commissioner for four years from the first Monday of July then next ensuing, and until his successor is appointed and qualified. Three Commissioners shall constitute a quorum necessary for

the transaction of business. Any vacancy in the office of Com sioner occurring during the term shall be filled for the unexpired by appointment by the Mayor and all appointments, both original to fill vacancies, shall be so made that not more than two Com sioners shall at the time of the appointment be members of the s political party. Said Commissioners shall hold no lucrative offic employment under the United States, the State of Wisconsin, or municipal corporation or political division thereof, and each Com sioner shall, before entering upon the discharge [of the duties] o office and within ten days after receiving notice of his appointn take and subscribe the oath of office prescribed by the constitutio this state, and file the same duly certified by the officer administe it with the [City] Clerk of his city, and no salary or other com sation for his services shall be paid to any such Commissioner.

SEC. 2. [**As amended by Section 1, Chapter 218, of 1897.**] The Commissioners shall make rules adapted to carry out the purpos the act and not inconsistent with its provisions, for the examin and selection of persons to fill offices and positions in the servic their respective cities, which are required to be filled by appointn and for the selection of persons to be employed in the service of city. All rules so made shall be subject to the approval of the M of the city, and they may with like approval be from time to altered or rescinded by said Commissioners. The said Com sioners shall supervise the administration of the rules so establishe

SEC. 3. The rules mentioned in Section 2 of this act may be n from time to time:

1st. For open, competitive and other examinations by whic test applicants for office or for employment as to their practical fit to discharge the duties of the positions which they desire to fill, w examinations shall be public and free to all citizens of the U States, with proper limitations as to residence, age, health, sex, h and moral character.

2nd. For the filling of vacancies in offices and places of em ment in accordance with the results of such examinations, and fo selection of persons for public employment in accordance with results, or otherwise as may seem most desirable to carry out the visions of this act.

3rd. For promotions in office or positions on the basis of a tained merit and seniority in service, and examination as may s desirable.

4th. For a period of probation before an appointment or employment is made permanent.

All rules made as provided in this act and all changes therein shall forthwith be printed for distribution by said Board.

SEC. 4. From and after the adoption of such rules, all appointments to subordinate offices, positions and employments in the several departments of the service of such city which are subject to such rules, shall be made by the respective heads of such departments under and in conformity with the provisions of such rules, and such heads of departments shall respectively have power to remove or discharge at pleasure any person holding any subordinate office, position or employment in their respective departments.

SEC. 5. All applicants for offices, places or employments in the civil service of such city, except those mentioned in Section 6, shall be subject to examination under and in accordance with the rules so made by said Commissioners. Such examinations shall be practical in their character and shall relate to those matters which will fairly test the relative capacity and fitness of the persons examined to discharge the duties of the particular service to which they seek to be appointed, and shall include tests of physical qualifications and health, and, when appropriate, of manual skill. No question in any examination shall relate to political or religious opinions or affiliations, and no appointment or selection to an office or for employment within the scope of the rules established as aforesaid shall be in any manner affected or influenced by such opinions or affiliations.

SEC. 6. Officers who are elected by the people, or who by statute are required to be elected by the city council, inspectors and clerks of election, members of any board of education, the superintendents and teachers of schools, heads of any principal departments of the city, all members of the law, fire and police departments, offices and clerks for the faithful discharge of whose duties a superior officer is required to give bond, one private secretary of the Mayor, and any other officers, clerks or employes in the service of the city whose positions, in the judgment of the said City Service Commissioners, can not, for the time being be subjected, with advantage to the public service, to the general rules prepared under this act, shall not be affected as to their election, selection or appointment, by such rules made by said Commissioners.

SEC. 7. Every application, in order to entitle the applicant to appear for examination, or to be examined, must state the facts under

oath on the following subjects: (1) full name, residence and post-office address; (2) citizenship; (3) age; (4) place of birth; (5) health and physical capacity for the public service; (6) previous employment in the public service; (7) business or employment and residence for the previous five years; (8) education. Such other information shall be furnished by the applicant as may reasonably be required by the Board touching the applicant's fitness for the public service.

SEC. 8. **[As amended by Sec. 2, Chapter 218 of 1897.] The said board shall appoint a chief examiner, whose duty it shall be, under its direction, to superintend any examinations held in such city under this act and who shall perform such other duties as the board shall prescribe. Such chief examiner shall be ex-officio secretary of the board, and under the direction of such board he, as such secretary, shall keep and record minutes of its proceedings, preserve all reports made to it, keep a record of all examinations held under its direction, and perform such other duties as the board may from time to time prescribe. Such chief examiner shall receive a salary to be fixed by said board at a sum not exceeding the rate of fifteen hundred dollars per annum, which shall be paid monthly by the city treasurer on the certificate of the president of said board countersigned by the city comptroller. He shall be subject to removal at any time by said board. The said board may also incur such expenses for clerk hire, printing, stationery and other incidental matters as it shall deem necessary; provided, however, that the total amount of all expenditures by it incurred during any year, including the compensation of the chief examiner, clerks and other employes, shall not exceed the amount of the special fund herein provided and known as "the city civil service fund."**

[Additional provisions are contained in the following Section of said Chapter 218 of the Laws of 1897, to-wit:]

SEC. 3. **From and after the passage and publication of this act, the common council shall levy and collect annually, upon all taxable property of the said city, at the same time and in the same manner as other city taxes are levied and collected by law, a special tax not exceeding one thirty-fifth of a mill upon each dollar of the assessed value of said taxable property, the amount of which shall be determined by said board of city service commissioners and certified by it to the common council and to the**

:y comptroller within ten days after the passage and publi-tion of this act, and thereafter before the twentieth day of nuary in each year, and the entire amount of such special tax all constitute a separate and distinct fund to be known as the ity civil service fund," and shall not be used or appropriated, rectly or indirectly, for any other purpose than paying the laries of the chief examiner, clerks and employes of said board ıd the other necessary expenses of carrying out the purposes of is act. All disbursements on account of such city civil service nd, except for the salary of the chief examiner, shall be paid by ıe city treasurer on the orders of the president and secretary of ıe board, countersigned by the city comptroller.

SEC. 9. The Board shall control all examinations, and may, whenver an examination is to take place, designate a suitable number of ersons, either in or not in the official service of the city, to be examners, and it shall be the duty of such examiners, and, if in the service ıf the city, it shall be a part of their official duty without extra comensation, to conduct examinations as the Board may direct, and make 'eturn or report thereof to such Board; and the Board may, at any ime, substitute any other person, whether or not in such service, in he place of any one so selected; and the Board may themselves, at ıny time, act as such examiners, and without appointing examiners. The examiners, at any examination, shall not all be members of the ame political party, and no person shall serve in an examination of andidates for office under the provisions of this act in case of a relaive or connection by marriage within the degree of first cousin.

SEC. 10. **[As amended by Sec. 4, of Chap. 218, of 1897.] Notice of the time, place and general scope of every examination hall be given by the board by publication at least four times on lternate days, beginning at least ten days before the date of uch examination, in one or more daily newspapers of general irculation published in such city, and such notice shall also be osted by said board in a conspicuous place in its office at least en days before such examination. Such further notice of exminations may be given as the board shall prescribe.**

SEC. 11. From the returns or reports of the examiners, or from he examinations made by the Board, the Board shall prepare and eep a register for each grade or class of position in the service of such ity, of the persons whose general average standing upon examination or such grade *or class is not less* than the minimum fixed by the rules

of such Board, and who are otherwise eligible, and such persons shall take rank upon the register as candidates in the order of their relative excellence as determined by examination, without reference to priority of time of examination.

SEC. 12. **[As amended by Sec. 5, Chap. 218, of 1897.] Immediate notice in writing shall be given by the appointing power, to said board of city service commissioners, of all appointments, permanent or temporary, made pursuant to this act and the rules made and established under the same, in those branches or departments of the civil service of such city which are subject to this act and the rules of said board, and all transfers, promotions, resignations, other changes or vacancies from any cause in such branches or departments of the city service, and of the date thereof, and a record of the same shall be kept by said board. When any office or place of employment, subject to such rules, is created or abolished, or the compensation attached thereto is altered, the officer or board making such change shall immediately report the same in writing to said board of commissioners.**

SEC. 13. Said Board of Commissioners shall, on or before the 15th day of March in each year, make to the Mayor for transmission to the City Council, a report showing its own action, the rules in force, the practical effects thereof, and any suggestions it may approve for the more effectual accomplishment of the purposes of this act. The Mayor may require a report from said Board at any other time.

SEC. 14. All officers of any such city shall aid said Board in all proper ways in carrying out the provisions of this act, and, at any place where examinations are to be held, shall allow the reasonable use of the public buildings for holding such examinations. The Mayor of each city shall cause suitable rooms to be provided for said Board at the expense of such city; and a sufficient sum of money shall be appropriated each year by each city to carry out the provisions of this act in such city.

SEC. 15. No person or officer shall willfully and corruptly, by himself or in co-operation with one or more other persons, defeat, deceive or obstruct any person in respect to his or her right of examination, or corruptly or falsely mark, grade, estimate or report upon the examination or proper standing of any person examined hereunder, or aid in so doing or willfully or corruptly make any false representations concerning the same or concerning the person examined, or willfully or corruptly furnish to any person any special or secret information

for the purpose either of improving or injuring the prospects or chances of any person so examined, or to be examined, being appointed, employed or promoted.

SEC. 16. **[As amended by Sec. 6, Chap. 218, of 1897.] No comptroller or accounting or auditing officer of such city shall allow the claim for services of any person employed in the public service in violation of the provisions of this act or of the rules made and established by the board of city service commissioners pursuant to this act.**

SEC. 17. The Board of City Service Commissioners shall certify to the Comptroller all appointments to offices and places in the civil service of the city, subject to their rules, and all vacancies occurring therein, whether by dismissal, resignation or death. No Comptroller of any such city shall approve the payment of or be in any manner concerned in paying any salary or wages to any person, subject to such rules, for services as an officer or employe of such city, before the appointment of such person to the city service has been certified by the Board to the Comptroller, nor after the vacation of such person's office or employment shall have been so certified.

SEC. 18. No Paymaster, Treasurer or other officer or agent of such city shall willfully pay, or be in any manner concerned in paying any person subject to the rules adopted by said Commissioners under this act, any salary or wages for services as an officer or employe of such city, before the appointment of such person to the civil service of such city has been certified by the Board to the Comptroller, nor after the vacation of such person's office or employment shall have been so certified.

SEC. 19. Any person who shall willfully, or through culpable negligence, violate any provision of this act or any rule promulgated in accordance with the provisions thereof, shall be guilty of a misdemeanor, and shall, on conviction thereof, be punished by a fine of not less than fifty dollars and not exceeding one thousand dollars, or by imprisonment in the county jail for a term not exceeding six months, or by both such fine and imprisonment in the discretion of the court.

SEC. 20. If any person shall be convicted under the next preceding section, any public office which such person may hold shall, by force of such conviction, be rendered vacant, and such person shall be incapable of holding office for the period of five years from the date of such conviction.

SEC. 21. Prosecutions for violations of this act may be instituted either by the Attorney-General, the state's attorney for the county in which the offense is alleged to have been committed, or by the Board acting through special counsel. Such prosecutions shall be conducted and controlled by the prosecuting officers who institute them, unless they request the aid of other prosecuting officers.

[Additional provisions are contained in the following Sections of said Chapter 218 of the Laws of 1897, to-wit:]

SEC. 7. **It shall be the duty of every board of city service commissioners appointed under and in pursuance of the provisions of said chapter 313, of the laws of 1895, to investigate the enforcement of said act and of its rules, adopted in accordance with its provisions to carry out the purposes of said act and the action of the examiners in said act provided for, and the conduct and action of the appointees in the official service in its city, and may inquire as to the nature tenure and compensation of all offices and places in the public service thereof. In the course of such investigations each commissioner shall have power to administer oaths, and said board shall have power to secure by its subpoena both the attendance and testimony of witnesses and the production of books and papers relevant to such investigation.**

SEC. 8. **Any person who shall be served with a subpoena to appear and testify, or to produce books and papers, issued by the board of city service commissioners in the course of any investigation conducted under the provisions of section 6 [7], of this act, and who shall refuse or neglect to appear and testify or to produce books and papers relevant to such investigation, as commanded in such subpoena, shall be guilty of a misdemeanor, and shall on conviction be punished by fine or imprisonment or both in the discretion of the court, as provided in and by section 19, of the said act hereby amended. The fees of witnesses for attendance and travel shall be the same as the fees of witnesses before the circuit courts of this state, and shall be paid from the appropriation for the expenses of the board. Any circuit court of this state, or any judge thereof, whether in term time or vacation, upon application of the board, may compel the attendance of witnesses, the production of books and papers and giving of testimony before the board by attachment for contempt or otherwise, in the same manner, as the production of evidence may be compelled before said court. Every person, who, having taken**

oath or made affirmation before a commissioner in the course such an investigation, shall swear or affirm willfully, corruptly l falsely, shall be guilty of perjury, and upon conviction shall punished accordingly.

SEC. 9. No officer or employe of such city shall discharge, or grade, or promote, or in any manner change the official rank compensation of any other officer or employe, or promise or eaten to do so, for giving or withholding any contribution of ney or other valuable thing for any party or political purpose, for refusal or neglect to render any party or political service.

SEC. 10. No applicant for appointment in such official service, her directly or indirectly, shall pay or promise to pay any ney or other valuable thing to any person whomsoever, for or account of his appointment or proposed appointment, and no icer or employe shall pay or promise to pay, either directly or irectly, to any person any money or other valuable thing atever for or on account of his promotion.

SEC. 11. No person while holding any office in the government such city, or any nomination for, or while seeking a nomination or appointment to, any such office, shall corruptly use, or omise to use, either directly or indirectly, any official authority influence in the way of conferring upon any person, or in ler to secure or aid any person insecuring, any office or public ployment or any nomination, confirmation, promotion or in-ase of salary, upon the consideration or condition that the te or political influence or action of the last named person or y other shall be given or used in behalf of any candidate, icer or party, or upon any other corrupt condition or consid-ation.

SEC. 12. Any acts and parts of acts conflicting with the pro-ions hereof are hereby repealed.

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FRANK A. KRENLA
W. W. McINTYRE
MR. J. J. VLACH
IRVING B. CARY
FRED. A. LANDECK

THIRTEENTH ANNUAL REPORT

OF THE

)ARD OF CITY SERVICE COMMISSIONERS

OF THE

CITY OF MILWAUKEE,

MILWAUKEE, WISCONSIN,
U. S. A.

JANUARY 1, 1908.

CANNON PRINTING CO., MILWAUKEE
1908.

190696

BOARD OF CITY SERVICE COMMISSIONERS.

President,

WM. W. MCINTYRE.

WM. W. MCINTYRE, - - -	Term expires on the first Monday in July, 1908.
FRED. A. LANDECK, - - -	Term expires on the first Monday in July, 1909.
IRVING B. CARY, - - - -	Term expires on the first Monday in July, 1910.
FRANK A. KREHLA, - - -	Term expires on the first Monday in July, 1911.

Chief Examiner and Secretary,

J. J. VLACH.

ıRMER BOARDS OF CITY SERVICE COMMISSIONERS.

1895.

.e following gentlemen were appointed in the month of June, 1895:

JOSHUA STARK, *President*, -	Term to expire in July, 1899
CONRAD NIEDERMAN, - -	Term to expire in July, 1898
CHARLES H. STROHMEYER, -	Term to expire in July, 1897
JAMES CONROY, - - -	Term to expire in July, 1896

1896.

D NIEDERMAN, *President*.
OSHUA STARK.
CHAS. H. STROHMEYER.
EMMONS E. CHAPIN.

1897.

CONRAD NIEDERMAN, *President*.
JOSHUA STARK.
EMMONS E. CHAPIN.
CHAS. H. STROHMEYER.

1898.

H. STROHMEYER, *President*.
OSHUA STARK.
EMMONS E. CHAPIN.
*CARL C. JOYS.
EDGAR L. WOOD.

1899.

EMMONS E. CHAPIN, *President*.
CHAS. H. STROHMEYER.
EDGAR L. WOOD.
ERNEST P. BUTLER.

1900.

; L. WOOD, *President*.
'HAS. H. STROHMEYER.
ERNEST P. BUTLER.
GEO. P. ZIEGLER.

1901.

ERNEST P. BUTLER, *President*.
EDGAR L. WOOD.
**GEO. P. ZIEGLER.
EDMUND GRASSLER.

1902.

T P. BUTLER, *President*.
VM. W. MCINTYRE.
EDMUND GRASSLER.
JOHN H. WINDFELDER.

1903.

WM. W. MCINTYRE, *President*.
EDMUND GRASSLER.
JOHN H. WINDFELDER.
FRANK A. KREHLA.

1904.

ND GRASSLER, *President*.
'OHN H. WINDFELDER.
FRANK A. KREHLA.
WM. W. MCINTYRE.

1905.

JOHN H. WINDFELDER, *President*.
FRANK A. KREHLA.
WM. W. MCINTYRE.
JAMES CONROY.

1906.

FRANK A. KREHLA, *President*.
WM. W. MCINTYRE.
***JAMES CONROY.
IRVING B. CARY.

*Resigned September, 1898.
**Resigned July 9, 1902.
****Died* March 20, 1907.

MILWAUKEE, WIS., MARCH 15, 1908.

onorable Sherburn M. Becker, Mayor of the City of Milwaukee:

DEAR SIR: We herewith submit to you the thirteenth annual port of the Board of Civil Service Commissioners for the year ending :cember 31, 1907, for transmission to the Common Council, in com- ance with Section 13 of the Civil Service Law.

The annual report of the chief examiner and ex-officio secretary of : Board is appended hereto, explaining in full the examinations held d their results, also promotions, transfers, etc.

The department was conducted on a business basis, and economy ıs practiced in every instance. The Board performed its duties with ıpartiality, and all the meetings of the Board were very harmonious.

We here beg to say that in the services of Mr. John J. Vlach, ief examiner and ex-officio secretary, the Board has a valuable ponent of Civil Service Reform. Under his direct charge the partment is conducted, and he together with the sub-ordinate clerks, r. E. E. Caufy, and Miss K. Schauble, have given through their ict adherence to their duties, excellent satisfaction to the Board.

Respectfully submitted,

WM. W. McINTYRE,

President.

FRED. A. LANDECK,
IRVING B. CARY,
F. A. KREHLA,

Commissioners.

APPENDIX

EXHIBIT A

RULES FOR THE CIVIL SERVICE

OF THE

CITY OF MILWAUKEE

DIVISION A.

GENERAL DIRECTIONS AND INFORMATION

FOR BOTH THE

OFFICIAL SERVICE AND LABOR SERVICE.

RULE I.

TITLES, NAMES, PAY-ROLLS, NOTICES OF CHANGES IN SERVICE.

SECTION 1. Every department, sub-department, office, position, :., in the City Service, shall be known by only one title. Each title all be applied only to one department, sub-department, class of sitions or other category.

SEC. 2. In regard to entries in the City Service made since the vil Service act went into effect, the sworn applications in the chives of the City Service office shall form the basis of the Civil sts whenever possible.

SEC. 3. The spelling of the first names and the surnames in all :s and pay-rolls must correspond with those in the applications.

SEC. 4. All officials, including ward superintendents and other heads sub-departments whose duty it is to write pay-rolls, shall keep a rect transcript of the names of persons employed under them, as ted in the corrected Civil Lists in the City Service office and in the ces of the respective city departments, and write the first names and names correctly thereafter on every pay-roll.

SEC. 5. The names of employes of several classes may appear on same pay-roll; but those of each class must be kept separate from se of every other class, to facilitate control.

SEC. 6. In order that the Civil Lists may be kept correct and comte, every appointing officer or board shall give the City Service ice prompt official notice of all changes in their service, including pointments, promotions, transfers, separation from service caused dismissal, resignation or death, or any other cause, changes of resi-ce, etc., giving the name, date, position, department and compensa-n, on forms prescribed by the Board. All such changes in the

service (changes of residence excepted) shall be certified to the City Comptroller by the Board, in order that the basis for the Comptroller's audits may be kept complete and that no payments be made in violation of these rules.

SEC. 7. The Board will extend the operation of the rules to classes not yet under the rules as soon as practicable and advantageous to the city; will alter or rescind rules where circumstances make it necessary; will make new rules, and will, from time to time, adopt rulings, definitions and instructions for the Chief Examiner.

RULE II.

CLASSIFICATION.

SECTION 1. The offices and places in the service of the city, coming within the provisions of Chapter 313 of the laws of 1895, shall be classified in two divisions.

The first division shall be known as the OFFICIAL SERVICE.

The second division shall be known as the LABOR SERVICE.

SEC. 2. The OFFICIAL SERVICE shall, as soon as practicable, include the following classes of offices and positions of a more or less permanent character drawing annual or monthly salaries, and such of those drawing wages per diem as require the supervision of the men of a sub-department, ward or district, or the inspection of public work.

Exceptions are indicated in Sec. 6 of the Civil Service Law.

CLASS I. *Medical Service:* All positions, the duties of which require knowledge of the profession of medicine, or some branch thereof.

CLASS II. *Civil Engineering:* All positions, the duties of which require knowledge of the profession of civil engineering or of some branch thereof.

CLASS III. *Clerical Service:* All positions of clerks, messengers, copyists, recorders, stenographers, typewriters, bookkeepers or other similar service, whether paid by the year, month or day, or by the piece, or in any other way.

CLASS IV. *Electrical Service.* All positions, the duties of which require special knowledge of electricity in some form of its application.

CLASS V. *Mechanical Service*: All positions, the duties of which require a knowledge of steam engines, boilers and other machinery, their care and operation; and all other positions requiring special mechanical knowledge or skill.

CLASS VI. *Inspection Service.* All positions under the Department of Public Works, not included in any other class, the duties of which relate to inspection, whether of work done, material furnished, or other matters.

CLASS VII. *Janitor and Elevator Service:* All positions connected with the care and operation of public buildings.

CLASS VIII. *Library and Museum Service:* All positions connected with the administration of the Public Library and Public Museum.

CLASS IX. *Bridge Tenders.*

CLASS X. *Service in the Nature of Police Service,* including the positions of Harbor Master, Sanitary Inspectors, Park Police, Watchmen and other similar positions.

CLASS XI. *Superintendents or Foremen of Labor* officially designated by those titles.

CLASS XII. *Miscellaneous Service*: All offices and places of employment coming under the provisions of these rules, whatever the character and designation of the same may be, which are not included in any of the foregoing classes or in the Labor Service.

SEC. 3. The classes of the OFFICIAL SERVICE shall be graded according to the compensation as follows:

1st Grade—Compensation at the rate of less than $600 per year.
2nd Grade—Compensation at $600 or more, and less than $800.
3rd Grade—Compensation at $800 or more, and less than $1,000.
4th Grade—Compensation at $1,000 or more, and less than $1,200.
5th Grade—Compensation at $1,200 or more, and less than $1,500.
6th Grade—Compensation at $1,500 or more, and less than $1,800.
7th Grade—Compensation at $1,800 or more, and less than $2,100.
8th Grade—Compensation at $2,100 or more, and less than $2,500.
9th Grade—Compensation at $2,500 or more.

SEC. 4. The LABOR SERVICE shall include all common laborers and skilled laborers, or other employes, not included in the Official Service as above defined, in Sec. 2 of Rule II.

SEC. 5. CIVIL LISTS: Two lists, to be known as the Civil Lists of the city shall be kept in the office of the Board.

One of them shall contain the name of every person employed in and receiving compensation in the Official Service under the Civil Service rules, and shall be called "OFFICIAL CIVIL LIST."

The other shall contain the name of every person employed and

receiving compensation in the Labor Service under Civil Service rule and shall be called "LABOR CIVIL LIST."

Besides the names of officers and employes, they shall exhibit the titles of their offices or positions; the compensation attached thereto, the application number, if appointed since the Civil Service act went into effect; the department or sub-department in which employed, the date or dates of certification; the date of appointment, if known; the last previous position, if any, filled in the City Service; the date of promotion or transfer, if promoted or transferred; to what position promoted or transferred, if any; the date of termination of employment, and the cause of termination of employment.

RULE III.

QUALIFICATIONS, APPLICATION AND REGISTRATION.

SECTION 1. Applicants for appointment in the service of the city must be citizens of the United States, of full age, and must have resided in the city not less than three years next preceding the date of their application.

Residence in territory annexed to the City of Milwaukee for three years immediately previous to such annexation and application shall be deemed equivalent to residence in said city, within the meaning of this rule.

SEC. 2. Every application must be in writing, signed by the applicant, and made under oath or affirmation before an officer authorized by law to administer oaths.

SEC. 3. Every application must be made in the form prescribed by the Board, at proper office hours.

SEC. 4. All applicants must furnish with their applications satisfactory proofs that they are persons of good moral character, of correct and orderly deportment, and of temperate and industrious habits.

SEC. 5. Every application must be accompanied by the certificates of not less than three reputable citizens of Milwaukee, freeholders therein, not holding any city, county or state office, each certifying that he has been personally acquainted with the applicant for at least three years last past, and believes him to be of good moral character, of correct and orderly deportment, of temperate and industrious habits, and in all respects fit for the service he wishes to enter, and that such citizen is willing that his certificate shall be made public.

Additional certificates may be required in any case in the discretion ıf the Board.

SEC. 6. Any false statement knowingly made by any applicant in is application for admission to any examination, or made at his request r with his knowledge, in any certificate, which may accompany his pplication, or any other fraudulent conduct, shall be regarded as good ause for excluding him from such examination or for removing is name from any register or eligible list.

SEC. 7. No application will be accepted from any person habitu- lly using intoxicating liquors to excess, or from any person who has een convicted of any offense against the laws of this or any other tate, or of the United States.

SEC. 8. Defective applications will be returned to applicants, if the lefects are detected before registry, and an opportunity given them o correct the same.

SEC. 9. Whenever any application shows that the applicant is ıot qualified under these rules and regulations, such application will be ejected, and the applicant notified of the reason therefor.

SEC. 10. The date of the reception of each accepted application ıhall be endorsed thereon, the application filed in the office of the Board, and the name of the applicant entered upon an application egister.

SEC. 11. CITIZENSHIP: The written statement of an applicant of egal age, upon his oath or affirmation, that he was born at a certain pecified place in the United States.

Or that he served in the Union army or navy during the late war f the rebellion and was honorably discharged;

Or that his father became a full citizen while the applicant was a ıinor;

Shall be considered sufficient proof of his citizenship to make his pplication acceptable, unless circumstances cause doubts as to the ruthfulness of such statement, or as to the facts involved, in which ase additional proof may be required.

Naturalized citizens must produce for inspection by the Chief Examiner their certificates of naturalization.

SEC. 12. In case of loss of "citizen papers" or the "honorable lischarge," by fire or otherwise, any one of the following proofs will e accepted, supplementing the affidavit of the applicant in question:

A. Certifications from the records of the court where the papers *ere originally issued, or of the* War Department.

B. The affidavit of a citizen of the United States and freeholder of at least five years' residence in Milwaukee, to the effect that he knows the said applicant to have been in possession of his "second naturalization paper" at or about a certain time.

C. The affidavit of a citizen of the United States and freeholder of at least five years' residence, or the certificate of the clerk of any court of record under the seal of said court, to the effect that the said applicant has served as a juror in said court.

D. In the case of a Union Veteran, the affidavit of one of his comrades-in-arms that he knows him to have served in the United States army or navy and to have had an honorable discharge from that service.

SEC. 13. Satisfactory information at any time produced to the Board, either before or after examination, of the bad character or dissolute habits of any applicant, or of any criminal or disreputable act or conduct of such applicant, or of his dismissal for good cause from any branch of public service, shall be sufficient to exclude him from examination or to remove his name from any eligible list.

SEC. 14. Persons whose names have been stricken from any register or eligible list, shall not be permitted to make a new application within one year thereafter.

SEC. 15. The Board will make such regulations as they deem necessary to identify the registered applicants and to preserve a record of their conduct.

RULE IV.

EXAMINATIONS AND ELIGIBLE LISTS.

SECTION 1. The names of those whose applications have been received and filed will be admitted to examinations as hereinafter prescribed.

SEC. 2. Applicants who pass their examinations satisfactorily shall be registered in the eligible lists of their respective classes according to the rules.

SEC. 3. When an applicant having the necessary qualifications for the position sought, in the judgment of the Board, merits special recognition for extraordinary services rendered to the city, the State of Wisconsin or the United States, or for other sufficient reasons, the Board may advance his standing upon the eligible lists on the ground of character and experience. The reasons for such action shall be recorded in the proceedings.

SEC. 4. If an applicant on any eligible list is appointed to a tem-
ıry position, he shall resume his standing on the eligible list after
termination of the temporary employment.

SEC. 5. The names of applicants

Who, for sufficient reasons are not admitted to an examination, or

Who do not respond to a call for examination, or for correction
apers, or

Who report for examination, but do not complete the same, or

Who do not attain the required minimum rating at any examin-
ı, shall be stricken from the registers.

SEC. 6. If any applicant whose name is on the eligible list refuses
ıeglects to accept a place offered him upon proper appointment,
name shall be stricken from the said eligible list, unless he gives
ons satisfactory to the Board for continuing him on the list, not-
ıstanding such refusal.

SEC. 7. Eligible lists are to continue in force for one year from
date of their declaration, except as provided by Section 8.

SEC. 8. The Board may, at any time, by resolution, discontinue
eligible list, or continue any eligible list in force for a second
r, or for a shorter or a longer period of time.

SEC. 9. The Secretary may from time to time require eligibles
declare whether they wish to have their names retained upon the
ective eligible lists. If they answer in the negative or do not
ond within ten days, their names shall be expunged therefrom.

SEC. 10. Any applicant whose name shall have been placed upon
proper eligible list, and who shall thereafter have been employed
he City Service under these rules and temporarily laid off or granted
e of absence, will not again be required to make application for
loyment, but his name shall remain upon the proper Civil List
il removed therefrom by the Board for cause.

RULE V.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Except in cases hereinafter mentioned, whenever
e is a vacancy to be filled in any position in the City Service sub-
to these rules, the appointing officer or board shall make written
ıisition in duplicate upon this Board, on the blank forms prescribed
he same, for the names of persons eligible for appointment to such
tion.

SEC. 2. In order to allow the appointing power a limited selection, the Chief Examiner shall, after receiving the requisition, certify the following number of names from the head of the pertinent eligible list:

For 1 or 2 appointments, 2 names more than the required number shall be certified.

For 3 or 4 appointments, 3 names more than the required number shall be certified.

For 5 to 7 appointments, 4 names more than the required number shall be certified.

For 8 to 11 appointments, 5 names more than the required number shall be certified.

For 12 to 16 appointments, 6 names more than the required number shall be certified.

For 17 to 30 appointments, 7 names more than the required number shall be certified.

For more than 30 appointments, approximately 1¼ times the number required shall be certified.

In case the requisition shall specify the female sex, persons of that sex may be certified; otherwise persons of the male sex alone will be certified.

SEC. 3. Whenever the Board is notified, in and by the requisition, that any position to be filled requires special skill and proficiency in a particular branch of industry, art or service, they may direct the Chief Examiner to certify the proper number of names of persons having the highest standing among those proficient in such special branch.

SEC. 4. The appointing officer or Board may select the required number of names from those certified to him.

In all cases where the names of such appointees are not the first of the names certified, the officer or board making the appointments shall notify the Board in writing of the reason for such action.

SEC. 5. No appointment to any office, or place, subject to the provisions of Chapter 313 of the laws of 1895, and to the provisions of these rules, shall be made except in the manner required by these rules.

SEC. 6. Temporary exceptions may be made in cases of emergency where the public business would suffer otherwise from delay. No such appointment for an emergency shall continue for more than ten days, except with the express consent of the Board.

In every case the officer making such temporary appointment

shall immediately report the same with a statement of the reason therefor, and of the time for which he deems such appointment necessary.

Such temporary appointment may be suspended by the Board, if, in its judgment, no satisfactory reason existed for making the same.

DIVISION B.

Special Rules for the Government of the Official Service.

RULE VI.

SPECIAL QUALIFICATIONS OF APPPLICANTS.

SECTION 1. Where, in the opinion of the Board, special qualifications are required, and the appointing officer requests, in writing, that the examination for any position in the Official Service be open to persons who are not citizens or residents, or not of full age, the Board may grant such exceptions if it approves of the reasons given.

SEC. 2. When, in the judgment of the Board, the public service will be benefited thereby, examinations for positions in the Official Service may be open to persons of either sex who are 18 years of age and upwards, who otherwise possess the qualifications prescribed by these rules.

RULE VII.

APPLICATIONS.

SECTION 1. Application for admission to any examination in the Official Service may be made at proper office hours, subject, however, to the restriction that it must be filed with the Chief Examiner at least three days before the day fixed for the examination, and to other restrictions herein mentioned, or published by the Board from time to time.

SEC. 2. Each application must contain a statement under oath or affirmation, and in the applicant's own handwriting, showing the following facts:

(1.) Position for which application is made.

(2.) Full name, residence and postoffice address.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) In the case of Ward Superintendents and Assessors, period of residence in the ward.

(7.) Condition of health and physical capacity for the public service.

(8.) Previous employment in the public service.

(9.) Business or employment and residence for the previous five years.

(10.) Names, occupation and residence of all persons in whose employ the applicant has been during the next preceding five years.

(11.) Character and extent of applicant's education.

(12.) That the applicant is not in the habit of using intoxicating liquors to excess.

(13.) That he has not been convicted of any offense against the laws of this or any other State or of the United States.

(14.) Whether married or single, and, in the former case, the number and age of members of the family dependent upon his or her support.

(15.) Such other information as may reasonably be required touching applicant's fitness for the public service.

SEC. 3. Applicants for the positions of Ward Superintendent and Assessor must have been residents not less than six months in the ward in which their duties are to be performed.

SEC. 4. No application for the position of bridge tender shall be received from any man who has not attained the age of thirty (30) years.

SEC. 5. The Chief Examiner will give to each applicant, by mail, at least two days' previous notice of the time and place of examination.

Applicants must produce this notice at the place of examination, where it will be taken up by the Chief Examiner or other person in charge of the examination.

Section 6. Applicants for the position of park policeman must not be less than twenty-four nor more than forty years of age, nor less than five feet seven and one-half inches in height, nor less than one hundred and fifty pounds in weight.

Section 7. Applicants for the position of sanitary inspector and the position of milk inspector must not be less than twenty-one nor more than forty years of age, nor less than five feet six inches in height, nor less than one hundred and forty-five pounds in weight.

RULE VIII.

EXAMINATIONS.

SECTION 1. Examinations for the OFFICIAL SERVICE shall be open to all persons possessing the qualifications required by law and by these rules to entitle them to the same, and who have made due application in the form required by these rules.

SEC. 2. Examinations shall be held at such times and places as the Board shall from time to time designate.

SEC. 3. No visitors shall be admitted during examinations, except by special permission of the Chief Examiner or the Board.

SEC. 4. The subjects of examination shall be designated from time to time by the Board.

SEC. 5. The relative weight to be attached to each subject at each examination shall have regard to the importance of such a subject as a test of fitness for the particular position to which such examination relates.

SEC. 6. No person shall be entitled to a place upon an eligible list whose average standing upon a just grading in the examination, taking into consideration the relative weight given to the different subjects covered by the examination and to character and experience, shall be less than seventy-five per cent. of complete proficiency.

SEC. 7. The examinations shall be carried on under the supervision of the Chief Examiner, and shall be conducted by him personally whenever practicable.

SEC. 8. In any case where technical or special knowledge or skill is required as a qualification for the position sought, the Board may designate any suitable person or persons possessing the necessary qualifications to conduct or assist in such examination.

SEC. 9. An applicant whose name is on an eligible list may take a new examination for the same position before or after his term of eligibility has expired.

SEC. 10. Every applicant present at any examination shall conform to the following instructions:

(1.) Sign your full name upon the identification sheet (Form 4), place it *in the small, blue identification* envelope, and seal immediately.

(2.) Do not write your name anywhere else while in the examination room.

(3.) Write your answers to Division I on the paper marked Division I, those to Division II on the paper marked Division II, etc.

(4.) Do not copy the questions on the answer sheets.

(5.) Mark each answer with the same number or letter by which the corresponding question is marked on the question sheet.

(6.) Give all calculations in full. Do not use odd paper to multiply or divide, but write all the figures that you have to use on the answer sheet. Should you detect mistakes in your figuring, cross out the wrong work and commence once more. A mistake corrected will not lower your standing.

(7.) Do not write beyond the red line on the right. This space is needed for the marking of your answers.

(8.) No applicant is permitted during any examination, in any manner whatever, to give assistance to any other applicant, or to receive assistance from any person whatever, or to communicate with any person or to leave the room without a guard provided by the Chief Examiner or his assistant.

(9.) A violation of these rules or instructions may exclude the offender from the examination and from all registers of the City Service Department.

SEC. 11. The papers of each applicant shall be marked and graded under his examination number.

SEC. 12. The identification envelope shall not be opened unless by special direction of the Board or its President, until such marking and grading have been passed upon by the Board.

After the grading is finished, the envelopes shall be opened for the purpose of ascertaining the names of the successful applicants and determining their positions upon the proper eligible list.

Whenever in the opinion of the President, it is necessary to obtain further information regarding the character, experience or other antecedents and qualifications of the competitors, or any one of them, before the Board meets to determine the final grading, he may authorize the Chief Examiner to open the identification envelopes for the purposes of obtaining the needed addresses and references.

SEC. 13. The examination and marking of every applicant examined shall be open to inspection by such applicant.

SEC. 14. The examination papers with marking and final rating of any applicant certified for appointment may be exhibited to the

respective appointing officer at the office of this Board and in the presence of the Chief Examiner.

RULE IX.

ELIGIBLE LISTS.

SECTION 1. The names of those applicants who have attained a standing of seventy-five per cent. and over at any examinaton shall be placed in the order of their relative standing upon a register called "eligible list."

SEC. 2. The Board may consolidate two or more eligible lists of the same kind by rearranging all the eligibles named therein according to their standing.

SEC. 3. When an applicant has been appointed to a position in the official service, his name shall be stricken from that eligible list from which he was certified.

SEC. 4. An applicant registered in any eligible list, whose appointment is rejected by the appointing officer or board, for reasons reported to the Board, may be retained on said list, unless he or she shall be thus rejected three times.

Such repeated rejection shall be sufficient cause for removing the name of such person from the eligible list.

RULE X.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Whenever an appointing board or officer shall make a requisition upon this Board for names of eligibles for appointment, the Chief Examiner shall certify to such board or officer for the vacancy or vacancies to be filled, as many names of persons highest in standing upon the proper eligible list in the order of such standing, as fixed by Rule V.

SEC. 2. In case any office or employment requires such special qualifications that the Board is unable to comply with the requisition made with a view to an appointment to that office, they may in their discretion allow a provisional appointment to be made, subject to their approval, and to continue in force only until a proper eligible list can be obtained by examination, or until further action by the Board.

In other cases, if there be no eligible list, and a prompt appointment be required, the Board may authorize the appointing officer to select a suitable person possessing the general qualifications required

of all applicants. Such person shall be subjected by the Board to a non-competitive examination, and if found qualified shall be certified for appointment.

Whenever practicable, however, a competitive examination of applicants shall be held for every office.

RULE XI.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person holding a position in the Official Service may be transferred to another position of the same class and grade, in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such transfer shall be desirable.

SEC. 2. Any person holding a position in the Official Service may be promoted to a higher grade of the same or a similar class, in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such promotion shall be for the best interest of the service.

SEC. 3. All transfers and promotions shall be subject to approval by the Board.

RULE XII.

INSPECTORS OF WORK DONE UNDER CONTRACT.

SECTION 1. No applicant shall be certified for the position of inspector of any work to be done under contract who is not a practical and experienced workman in the branch of work over which he seeks to be made an inspector.

SEC. 2. In the case of applicants who have heretofore been employed by the city in such positions, the head of the department under which such former employment was had will be called upon for full reports as to the past record of such applicants for faithfulness, competency and efficiency, and such reports shall be made in writing. Great weight will be given to such reports.

SEC. 3. Any applicant for the position of inspector of work to be done under contract, whose name shall have been placed on the proper eligible list, and who shall thereafter have received an appointment to such a position, will not again be required to make an application to the Board of City Service Commissioners; but his name shall remain upon the proper eligible list until removed therefrom by the Board for cause.

SEC. 4. Whenever any new public work is to be commenced, the inspector having the highest standing among the unemployed individuals of the eligible list of his class shall have preference, and each one shall at all times be reassigned to work in the order of his rating.

SEC. 5. But if not appointed to such position, no applicant's name shall be retained upon such eligible list for more than one year, unless he shall so request in writing and his request granted by the Board.

In case he so request, his name may be continued upon such eligible list, at the discretion of the Board, for a second year, or a shorter period of time, subject, however, to be removed therefrom at any time for cause in accordance with these rules.

DIVISION C.

Special Rules for the Government of the Labor Service.

RULE XIII.

QUALIFICATIONS OF APPLICANTS.

SECTION 1. On the written request of an appointing officer or board in any department, the Board may direct that employment in any designated branch of the Labor Service in such department shall be open to minors, not, however, less than fifteen years of age.

SEC. 2. Skilled mechanics must have served not less than four years as journeymen at their respective trades.

RULE XIV.

APPLICATIONS.

SECTION 1. When the applications for work in any branch of the Labor Service are in the opinion of the Board, sufficient in number to meet all probable demands for a period of six months or more, registration in that branch shall be suspended until again ordered by the Board.

SEC. 2. Each application shall show the following facts:

(1.) That the applicant desires employment in the Labor Service of the city. If the applicant is a skilled laborer, he will specify in what particular line of work he desires to be employed, and any important specialty of his trade in which he excels.

(2.) The full name, residence and postoffice address of the applicant.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) Period of residence in the ward in which the applicant resides.

(7.) Condition of health and physical capacity for the public service.

(8.) What, if any, employment in the public service the applicant has had.

(9.) The business or employment and the residence of the applicant for the previous five years.

(10.) The name, occupation and address of the applicant's present employer, and the name, occupation and address of the applicant's last employer, the position he held and the reason why he left this position.

(11.) The character and extent of the applicant's education.

(12.) Whether the application is in the applicant's own handwriting.

(13.) If not, the name of the person who wrote it for him.

(14.) That the applicant is not in the habit of using intoxicating liquors to excess.

(15.) That he has not been convicted of any crime against the laws of this or any other state or of the United States.

(16.) Whether married or single, and in the former case, number and age of members of the family dependent upon his or her support.

(17.) Such information as may be required by the Board touching the applicant's fitness for the public service.

SEC. 3. If the applicant is not able to sign his name, he may sign his mark, which must in that case be witnessed by the person who filled out the application for him.

SEC. 4. For any service other than common laborer the applicant will be required to produce a certificate from some competent person, or persons, in the same trade or occupation, of the applicant's ability to do the special kind of work in which he desires to be employed.

RULE XV.

EXAMINATIONS.

SECTION 1. Upon the return of the application blank properly illed out and signed by the applicant with his name or mark, together vith the required certificates as to character, sobriety, industry and tness, duly filled out and executed, the Chief Examiner will number he application in the order of its receipt, and either examine the pplicant forthwith, or notify the applicant of the time and place of his xamination.

SEC. 2. At the time and place so specified, the members of the Board, the Chief Examiner, or such persons as may be selected by the Board, shall in such manner as the Board may prescribe, make inquiry egarding the age, residence, citizenship, character, physical condition, amily, means, schooling, previous occupation, experience and skill of ach applicant, and ascertain and determine whether he is qualified or the employment sought.

SEC. 3. No educational test will be required for common laborers.

SEC 4. Before entering the name of any applicant on the eligible ist, such further inquiry may be made in regard to his character and apacity as the Board may deem practicable and expedient.

SEC. 5. Each applicant shall receive a marking and credit based ipon the qualifications shown by his examination and by the evidence presented of his character and fitness for the employment sought.

RULE XVI.

REGISTRATION AND ELIGIBLE LISTS.

SECTION 1. Registers shall be kept in the office of the Board for ach trade and the different branches of labor in the City Service.

SEC. 2. Applicants for common or skilled labor who have been ound by the Board to be qualified for the employment sought shall e entered upon the appropriate eligible lists in the order of rating ixed by the Board.

Those of the same class having equal rating shall be arranged as iearly as may be in the order of the dates of their examination.

SEC. 3. Excellence in any specialty of any class of labor or trade hall be indicated in the pertinent registers and eligible lists opposite he names of the applicants.

SEC. 4. An applicant registered in any eligible list of the Labor Service, whose appointment is rejected by the appointing officer or

board, may be retained on said list, unless thus rejected by the appointing power twice.

SEC. 5. When the eligible list of any ward is exhausted, the certifications may be made from the eligible lists of other wards.

RULE XVII.

REQUISITION, CERTIFICATION AND EMPLOYMENT.

SECTION 1. When the services of laborers are required, the appointing officer or board shall notify the Board, stating the number needed, and the particular kind of labor for which they are needed, with the compensation.

SEC. 2. The Board shall thereupon certify to the appointing officer or board the names and residences of the number of men called for, and as many more as required by Section 2 of Rule V.

SEC. 3. In the case of unskilled labor to be performed under the supervision of the Ward Superintendents, the names certified shall be those of persons who have been for six months next preceding residents of the ward in which the labor is to be performed.

RULE XVIII.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person employed in any department of the Labor Service may be transferred to similar work in any other department of the Labor Service, or promoted to similar work in any other department of the Labor Service or to similar work in the Official Service in the same department, subject to the approval of the Board.

SEC. 2. Immediate notice of such transfer or promotion shall be given to the Board by the head of the department to which the employe is transferred, and such change, if approved by the Board, shall be certified to the Comptroller.

SEC. 3. Common and skilled laborers employed in any subdivision of public work which is divided into districts, and whose work requires special training, as in the sewerage sub-department, water works and park service, may be entered in the Civil List under the general heading for such subdivision, with the needed sub-headings for each district; and they may be transferred in their respective subdivisions from one district to another and retransferred without formal notice to this Board from the appointing power.

This rule does not apply to the common laborers under Ward Superintendents.

EXHIBIT B

REPORT

OF THE

Chief Examiner and Secretary

TO THE

BOARD OF CITY SERVICE COMMISSIONERS

OF THE

CITY OF MILWAUKEE

JANUARY 1, 1908.

REPORT

OF THE

CHIEF EXAMINER AND SECRETARY.

MILWAUKEE, WIS., March 15, 1908.

To the Honorable the Board of City Service Commissioners:

GENTLEMEN:—In accordance with the requirements of the Civil Service Laws of this state, I have the honor to herewith submit to Your Honorable Body the Thirteenth Annual Report from January 1st to December 31st, 1907.

During the year of 1907 eighteen competitive and one non-competitive examinations were held for nineteen different classes of the official service. Two hundred forty-nine applicants were summoned by mail for examination; one hundred ninety-nine, or eighty per cent. appeared; one hundred eighty-eight, or ninety-four per cent. of those who appeared finished the examination; one hundred six passed the examinations, which is equal to fifty-three per cent. of those who appeared and fifty-six per cent. of those who finished the examination. I must again repeat that in all these examinations the most painstaking effort has been made to carry out the letter and spirit of the law.

The Board held eight regular and four special meetings, besides several informal conferences.

On March 20, 1907, Commissioner James Conroy died, and on the 27th day of March, 1907, Mr. Fred. A. Landeck was appointed to fill the vacancy created by the death of Commissioner Conroy. Mr. Landeck duly qualified as commissioner and assumed the duties as such on the first day of April, 1907.

In the death of Commissioner Conroy the Commission lost a splendid associate, the public an efficient servant, and the cause of civil service a faithful adherent and promoter. His death is to the public a loss and to his associate commissioners a personal sorrow. The com-

missioners ordered placed upon the minutes and records of the Commission in appreciation of his public services the following preamble and resolutions:

"*Whereas,* we are called to mourn the death of our associate, James Conroy, whom almighty God in the exercise of His divine will has removed from this world and from the busy cares of this life, and

Whereas, said James Conroy was a man of public spirit, ever ready to advance the interests of the community and state, and in all his relations with his fellow-men kind and affable,

Therefore, we, the City Service Commissioners of the City of Milwaukee, have met to-day to pay our last sad tribute to the memory of the departed, and to express our earnest and deep sorrow for the loss sustained by our Commission and the City of Milwaukee, and therefore

Be it resolved, that the City Service Commissioners desire to express their deep regret at the death of their late associate James Conroy, and place on their records an expression of their respect and esteem for him as a man and as a friend, neighbor and associate, and also their appreciation of the services he has rendered this Commission and the City of Milwaukee, and

Resolved, that the members of this Board most respectfully tender to the family of the deceased their warmest sympathy in their bereavement.

Resolved further, that the Secretary be instructed to cause a copy of the preamble and resolutions to be spread at large upon the records of this Commission, and that a copy thereof be transmitted to the bereaved family of the deceased."

Upon the expiration of his term of office in July last Commissioner Frank A. Krehla was re-appointed by the Mayor and duly qualified and entered upon his duties under his new commission on the first day of July, 1907.

At the annual meeting of the Commission held July 1, 1907, the following officers were unanimously elected for the ensuing year: For president, Commissioner Wm. W. McIntyre, and for secretary and chief examiner, John J. Vlach.

At a meeting of the Board held June 10, 1907, it was unanimously resolved to add the following section to Rule VII, viz.:

"Section 6. Applicants for the position of park policeman must not be less than twenty-four nor more than forty years of age, nor less than five feet seven and one-half inches in height, nor less than one hundred and fifty pounds in weight."

At a meeting of the Board held June 14, 1907, it was unanimously resolved to add another section to Rule VII, viz.:

"Section 7. Applicants for the position of sanitary inspector must not be less than twenty-one nor more than forty years of age, nor less than five feet six inches in height, nor less than one hundred and forty-five pounds in weight."

At a meeting of the Board held Oct. 28, 1907, it was resolved to amend Section 7 of Rule VII, so as to read as follows:

"Section 7. Applicants for the position of sanitary inspector and the position of milk inspector must not be less than twenty-one nor more than forty years of age, nor less than five feet six inches in height, nor less than one hundred and forty-five pounds in weight."

Said rules and amendment were properly approved by His Honor, the Mayor.

I have repeatedly recommended to the Commissioners in my previous reports the great importance of amending the Civil Service Law in several particulars. At the last session of the State Legislature the Commissioners, through the courtesy of Senator Edward T. Fairchild, had again several amendments introduced, but the same, through some unexplained reasons were not even acted upon by the respective committees to whom they were referred, but in spite of this I again most respectfully and urgently recommend to the Commissioners to make an earnest effort at the next session of the Legislature to have the law amended in order that the same could be more effectually enforced.

On September 3, 1907, the Commissioners became members of the National Assembly of Civil Service Commissions.

FINANCIAL STATEMENT FOR THE YEAR

From January 1, to December 31, 1907.

CITY CIVIL SERVICE FUND:		
Appropriation for 1907	$4,500.00	
Total balance City Treasurer's office Dec. 31, 1906	523.52	
DISBURSEMENTS:		
Printing annual report and copies of rules and laws		$ 214.75
Stationery and printing		161.98
Office fixtures and furniture		432.14
Advertising examinations		61.51
Postage		60.00
Newspaper subscriptions		7.00
Expert work at examinations		5.00
New books for office		66.00
Special expenses		25.25
Salaries		3,373.26
Balance on hand January 1, 1908		616.63
	$5,023.52	$5,023.52

STATISTICS OF APPLICANTS

FOR THE

OFFICIAL SERVICE.

January 1, 1907, to December 31, 1907, inclusive.

Total number of applicants	311
Dropped for non-appearance or other reasons	71
Examined during the above period	199
Not yet examined, awaiting examination	266
Married	194
Single	117
Native born	242
Foreign born	69
Veterans	4
Women	19
Average age	35 years

NATIVITY OF 311 OFFICIAL APPLICANTS.

NATIVE BORN.

ilwaukee	143	Massachusetts	2
'isconsin (exclusive Mil.)	57	Connecticut	1
ennsylvania	9	Kansas	1
ichigan	6	Minnesota	1
ew York	5	Nebraska	1
linois	4	New Jersey	1
hio	4	U. S. (state not known)	2
issouri	3		
entucky	2		242

About 78% Native Born.

FOREIGN BORN.

ermany	44	Sweden	2
eland	4	Denmark	1
ustria-Hungary	3	England	1
ohemia	3	Holland	1
cotland	3	Poland	1
anada	2		
orway	2		69
ussia	2		

About 22% Foreign Born.

(In giving *percentages in* statistical tables, fractions are omitted.)

RESIDENCE IN UNITED STATES.

No. of Applicants.	Years.	No. of Applicants.	Years.
2	3 to 5	18	41 to 45
2	6 to 10	20	46 to 50
1	11 to 15	13	51 to 55
34	16 to 20	8	56 to 60
57	21 to 25	1	61 to 65
60	26 to 30	1	66 to 70
55	31 to 35		
39	36 to 40	311	

AGE OF APPLICANT.

No. of Applicants.	Years.	No. of Applicants.	Years.
25	16 to 20	18	51 to 55
47	21 to 25	11	56 to 60
49	26 to 30	5	61 to 65
55	31 to 35	2	66 to 70
46	36 to 40		
26	41 to 45	311	
27	46 to 50		

EXAMINATIONS FOR THE OFFICIAL SERVICE

During the Year 1907.

Date of Examination	Position Sought.	Applicants invited to appear.	Applicants appeared	Did not finish.	Finished.	Highest Rating.	Lowest Rating.	Failed.	Passed.
1907	**COMPETITIVE**								
Jan. 18....	Janitor.....	32	22	1	21	96 925	63.025	11	10
Jan. 31....	Ass't. Insp. of Bldgs.....	8	6	0	6	86 479	67.649	3	3
Mch. 27....	Bridge Tender.....	56	46	2	44	96.100	43.500	23	21
Apr. 18....	Tax Assessor.....	5	5	0	5	89 480	73.450	2	3
Apr. 18....	Messenger	2	2	0	2	90.800	84.750	0	2
Apr. 25....	Chainman	10	5	1	4	83.050	37.700	1	3
May 3....	Inspector of Pub. Bldgs.... (no applicants appeared)	...	...	...	...	.....	.....	...	...
May 3....	Inspector of Streets and Sidewalks	8	6	2	4	67.870	64.480	4	0
May 24.... and 27....	Supt. and Asst. Supt. of Natatoria.....	9	6	1	5	99.100 99.100	87.750 50.800	1	4
June 14....	Park Policeman.....	17	14	0	14	88.166	40.300	9	5
July 2....	Sanitary Inspector	29	26	0	26	94.457	40.957	12	14
Sept. 19....	Fireman for Stationary Engines.....	20	17	2	15	92.449	51 349	6	9
Oct. 18....	Museum Attendant (no applicants appeared)	...	...	...	...	.....	.....	...	...
Oct. 18....	Inspector of Street and Sidewalk Work	8	7	0	7	89 520	64.179	3	4
Oct. 31....	Clerk of First Grade.....	9	7	1	6	89.800	61.200	2	4
Oct. 31....	Janitor	11	10	0	10	86.700	65 820	3	7
Nov. 21....	Clerk of Second Grade.....	13	10	1	9	89 866	73.833	1	8
Dec. 19....	Library Assistant.....	12	10	0	10	99.302	69.299	1	9
		249	199	11	188	99.302	37.700	82	106
	NON-COMPETITIVE								
Feb. 18....	Clerk-stenographer								

PERCENTAGES ATTAINED BY APPLICANTS WHO FINISHED THE EXAMINATION,

EXCLUSIVE APPLICANTS FOR NON-COMPETITIVE EXAMINATION.

5 applicants attained	.....95 to	100%
9 applicants attained	.....90 to	95%
24 applicants attained	.....85 to	90%
37 applicants attained	.....80 to	85%
31 applicants attained	.....75 to	80%
82 applicants attained less than	.....	75%

188

During the year 1907, 249 applicants were called by mail for competitive examination; 199, or 80% appeared; 188, or 94% of those who appeared, finished the examination; 106 passed the examination successfully, which is equal to 42% of those called, 53% of those who appeared, and 56% of those who finished the examination.

NATIVITY OF OFFICIAL ELIGIBLES.

December 31, 1907.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	179	Germany	43
Wisconsin (exclusive Mil.)	58	England	5
Michigan	10	Austria-Hungary	4
Illinois	9	Sweden	4
New York	9	Bohemia	3
Ohio	7	Ireland	3
Pennsylvania	5	Scotland	3
Iowa	3	Canada	2
New Jersey	3	Denmark	2
Massachusetts	2	Poland	2
California	1	Norway	1
Connecticut	1	Russia	1
Maine	1		
Minnesota	1		73
Missouri	1		
Nebraska	1		
Vermont	1		
	292		

Total, 365.

80% Native Born. 20% Foreign Born.

APPOINTMENTS IN THE OFFICIAL SERVICE

During the Year 1907.

To Take Effect.	Name.	Position.
1907.	BUILDING INSPECTOR'S DEPARTMENT.	
Mch. 8....	Wm. D. Harper.....	Assistant Inspector of Buildings.
	CITY ENGINEER'S DEPARTMENT.	
	(Meter and Distribution Subdepartment.)	
Mch. 15....	Wm. Vohl, Jr.....	Messenger.
	(Water Subdepartment.)	
July 10....	Ernst C. Eggebrecht...	Assistant Engineer Kinnickinnic River Flushing Works.
Dec. 1....	Leo H. Liebscher.....	Assistant Engineer Kinnickinnic River Flushing Works.
May 15....	Joseph P. Rafenstein..	Assistant Engineer Jones Island Flushing Works.
May 15....	Adolph Sedmihradsky.	Assistant Engineer North Point Pumping Station.
July 10....	Elmer McDonald	Assistant Engineer Milwaukee River Flushing Works.
June 11....	Barney J. Hegy.....	Fireman Kinnickinnic River Flushing Works.
July 10....	Chas. F. Biehler.....	Oiler Kinnickinnic River Flushing Works.
Aug. 1....	Rudolph J. Haas.....	Oiler Kinnickinnic River Flushing Works.
	HEALTH DEPARTMENT.	
Feb. 19....	Daisie E. Allen.....	Clerk—stenographer.
Aug. 19....	Emil Olsen	Sanitary Inspector.
Aug. 26....	Edw. Schubert	Sanitary Inspector.
Feb. 18....	Edw. J. Scheiderer....	Janitor Isolation Hospital.
	PARK DEPARTMENT.	
May 20....	Joseph J. Paulik.....	Park Policeman.
Aug. 16....	Chas. W. Sigg.....	Park Policeman.
	PUBLIC LIBRARY DEPARTMENT.	
Mch. 28....	Margaret A. Caufy....	Substitute Assistant.
Apr. 6....	Marion A. Peabody....	Substitute Assistant.
Apr. 6....	Ellen F. Brady.....	Substitute Assistant.
Apr. 6....	Mary M. Brady.....	Substitute Assistant.

APPOINTMENTS IN THE OFFICIAL SERVICE—Continued.

During the Year 1907.

To Take Effect	Name.	Position.
1907.	PUBLIC WORKS DEPARTMENT.	
July 6....	Gustav E. Just.....	Assistant Superintendent North Side Natatorium.
July 18....	William Turner.....	Inspector of Tunnels and Sewers.
July 18....	David Turner.....	Inspector of Tunnels and Sewers.
Apr. 1....	Andrew Klumb.....	Bridge Tender, Huron Street Bridge.
May 23....	John Elser.....	Bridge Tender, Huron Street Bridge.
Apr. 1....	Daniel A. Sullivan....	Bridge Tender, Buffalo Street Bridge.
May 1....	Martin Brunn.....	Bridge Tender, Buffalo Street Bridge.
Apr. 24....	Geo. Larson.....	Bridge Tender, State Street Bridge.
Apr. 24....	Christian Lippoldt.....	Bridge Tender, Oneida Street Bridge.
Dec. 1....	Jacob Schweitzer.....	Bridge Tender, Holton Street Bridge.
May 23....	Edw. F. Reilly.....	Bridge Tender, 6th Avenue Bridge.
Dec. 1....	Isaac Holmes.....	Bridge Tender, 6th Avenue Bridge.
Dec. 1....	Lawrence Delaney	Bridge Tender, 6th Avenue Bridge.
Dec. 24....	Chas. A. Roddis.....	Bridge Tender, 6th Avenue Bridge.
	SCHOOL DEPARTMENT.	
Oct. 1....	Peter Peterson	Janitor 2d District School No. 2.
Jan. 1....	Frank Stock	Janitor 16th District School No. 1.
May 14....	Robt. F. Osborn.....	Janitor 16th District School No. 1.
Oct. 1....	Wm. Raths	Janitor 17th District School No. 1.
Sept. 1....	Herman Ihbe.....	Janitor 19th District School No. 2.
	TAX DEPARTMENT.	
May 9....	Frances M. Schade....	Stenographer.
Mch. 18....	Wm. M. Langen.....	Assistant Assessor, 11th Ward.
June 18....	Francis P. Kane.....	Assistant Assessor, 18th Ward.
Mch. 11....	Charles Ploetz.....	Assistant Assessor, 20th Ward.

PROMOTIONS AND TRANSFERS IN THE OFFICIAL SERVICE

During the Year 1907.

) Take Effect	Name.	Position.
1907.	CITY ENGINEER'S DEPARTMENT.	
ıe 15....	Aug. J. Seidler.....	Assistant Draughtsman to Permit Clerk.
	(Meter and Distribution Subdepartment.)	
h. 15....	Julius C. Guentner....	Messenger to Chairman.
h. 1....	Fred. Schram.....	Watchman to Teamster (Official to Labor Service).
·. 1....	Frank Canning.....	Hydrant Inspector to Meter Repairer (Official to Labor Service).
h. 1....	Lucas J. Pawlak.....	Hydrant Inspector to Helper (Official to Labor Position).
h. 1....	John Maihoelzer.....	Hydrant Inspector to Helper (Official to Labor Service).
ı. 1....	Bernard Wolski.....	Hydrant Inspector to Helper (Official to Labor Service).
	(Water Subdepartment.)	
.. 1....	Jas. F. T. Hamilton...	Engineer in Charge to Assistant Chief Engineer.
y 15....	Ferdinand Krieger	Assistant Engineer to Engineer in Charge.
y 15....	Daniel Hunter.....	Assistant Engineer to Engineer.
ly 10....	Henry Tutkin.....	Assistant Engineer, from Milwaukee River Flushing Works to Kinnickinnic River Flushing Works.
t. 15....	Adolph Sedmihradsky.	Assistant Engineer to Machinist (Official to Labor Service).
ly 10....	William Millar.....	Fireman, from Jones Island to Kinnickinnic River Flushing Works.
ly 10....	Dan Crowley.....	Fireman to Oiler.
	PUBLIC LIBRARY DEPARTMENT.	
t. 1....	Mary E. Dousman.....	Assistant Circulating Dept. to head of Children's Dept.
. 1....	Alma Silber.....	Substitute Assistant to Evening Assistant.
ı. 20....	Edna Phipps.....	Substitute Page to Substitute Assistant.

PROMOTIONS AND TRANSFERS IN THE OFFICIAL SERVICE—Continued.

During the Year 1907.

To Take Effect	Name.	Position.
1907.	PUBLIC WORKS DEPARTMENT.	
May 1....	Chas. Kerneli	Inspector of Street Work to Superi ent 2d Ward.
Aug. 1....	John Crilley.....	Inspector of Sewers to House Inspector.
Aug. 1....	Robert McGucken.....	House Drain Inspector to Inspec Sewers.
Jan. 1....	Patrick Sullivan.....	Bridge Tender, from 6th Aven Cherry Street bridge.
Jan. 1....	Carl E. E. Will.....	Bridge Tender, from Grand Ave State Street bridge.
Jan. 1....	Thomas Butler.....	Bridge Tender, from State Str Grand Avenue bridge.
Apr. 19....	John Devine	Bridge Tender, from Huron Str West Water Street bridge.
Apr. 14....	Carl E. E. Will.....	Bridge Tender, from State Str Broadway bridge.
May 1....	Lawrence Cullen.....	Bridge Tender, from Grand Ave Broadway bridge.
May 1....	Daniel A. Sullivan....	Bridge Tender, from Buffalo Str Grand Avenue bridge.
May 1....	Fred. Andrews.....	Bridge Tender, from Clinton Str State Street bridge.
May 1....	Geo. Larson.....	Bridge Tender, from State Str Clinton Street bridge.
July 1....	John Driscoll.....	Bridge Tender, from Oneida Str Clinton Street bridge.
Aug. 1....	John Elser.....	Bridge Tender, from Huron Str Grand Avenue bridge.
Aug. 1....	Daniel A. Sullivan....	Bridge Tender, from Grand Ave Huron Street bridge.
Jan. 1....	M. J. Foran.....	Bridge Tender to Bridge Sweeper cial to Labor Service).
May 1....	Wm. Tate.....	Elevator Operator to Cleaner an dow Washer (Official to Lab vice).
	SCHOOL DEPARTMENT.	
July 1....	Frank Shebesta	Janitor, 19th Dist. School No. Chief Janitor.
Sept. 1....	Gustav E. Jeske.....	Janitor, from 10th Dist. School to North Div. High School.
Jan. 1....	Paul C. Fischer.....	Janitor, from 16th Dist. School N 14th Dist. School No. 2.
Sept. 1....	John C. Krause.....	Janitor, from 2d Dist. School N 10th Dist. School No. 3.
	WATER REGISTRAR'S DEPARTMENT.	
Nov. 1....	Wm. Burgardt.....	Clerk to Meter Reader.
Nov. 1....	Jos. J. Kullman.....	Meter Reader to Clerk.

CHANGES IN THE OFFICIAL SERVICE

During the Year 1907.

ppointments	43	Resignations	14
romotions and Transfers	40	Deaths	5
hanges of Salary (excepting promotions and transfers)	344	Discharges	4
		Emergency Appointments	53

NATIVITY OF APPOINTEES IN THE OFFICIAL SERVICE

Appointed during the Year 1907.

Native Born.		Foreign Born.	
Milwaukee	17	Germany	8
Wisconsin (exclusive Mil.)	8	England	1
New York	2	France	1
Illinois	1	Ireland	1
Ohio	1	Norway	1
Pennsylvania	1		
West Virginia	1		12
	31		

Total, 43.

72% Native Born. 28% Foreign Born.

STATISTICS OF APPLICANTS FOR THE LABOR SERVICE

During the Year 1907.

1. Total number of applicants	439
2. Married	300
3. Single	139
4. Native Born	175
5. Foreign Born	264
6. Veterans	5
7. Women	32
8. Can read and write English	295
9. Can read and write foreign languages	269
10. Cannot read and write any language	44

PROMOTIONS AND TRANSFERS IN THE OFFICIAL SERVICE—Continued.

During the Year 1907.

To Take Effect	Name.	Position.
1907.		PUBLIC WORKS DEPARTMENT.
May 1....	Chas. Kerneli	Inspector of Street Work to Super ent 2d Ward.
Aug. 1....	John Crilley.....	Inspector of Sewers to House Inspector.
Aug. 1....	Robert McGucken.....	House Drain Inspector to Inspe Sewers.
Jan. 1....	Patrick Sullivan.....	Bridge Tender, from 6th Ave Cherry Street bridge.
Jan. 1....	Carl E. E. Will.....	Bridge Tender, from Grand Av State Street bridge.
Jan. 1....	Thomas Butler.....	Bridge Tender, from State St Grand Avenue bridge.
Apr. 19....	John Devine	Bridge Tender, from Huron St West Water Street bridge.
Apr. 14....	Carl E. E. Will.....	Bridge Tender, from State St Broadway bridge.
May 1....	Lawrence Cullen.....	Bridge Tender, from Grand Av Broadway bridge.
May 1....	Daniel A. Sullivan....	Bridge Tender, from Buffalo St Grand Avenue bridge.
May 1....	Fred. Andrews.....	Bridge Tender, from Clinton St State Street bridge.
May 1....	Geo. Larson.....	Bridge Tender, from State St Clinton Street bridge.
July 1....	John Driscoll.....	Bridge Tender, from Oneida St Clinton Street bridge.
Aug. 1....	John Elser.....	Bridge Tender, from Huron St Grand Avenue bridge.
Aug. 1....	Daniel A. Sullivan....	Bridge Tender, from Grand Av Huron Street bridge.
Jan. 1....	M. J. Foran.....	Bridge Tender to Bridge Sweepe cial to Labor Service).
May 1....	Wm. Tate.....	Elevator Operator to Cleaner ar dow Washer (Official to La vice).
		SCHOOL DEPARTMENT.
July 1....	Frank Shebesta	Janitor, 19th Dist. School N Chief Janitor.
Sept. 1....	Gustav E. Jeske.....	Janitor, from 10th Dist. Schoo to North Div. High School.
Jan. 1....	Paul C. Fischer.....	Janitor, from 16th Dist. School 14th Dist. School No. 2.
Sept. 1....	John C. Krause.....	Janitor, from 2d Dist. School 10th Dist. School No. 3.
		WATER REGISTRAR'S DEPARTMENT.
Nov. 1....	Wm. Burgardt.....	Clerk to Meter Reader.
Nov. 1....	Jos. J. Kullman.....	Meter Reader to Clerk.

CHANGES IN THE OFFICIAL SERVICE

During the Year 1907.

Appointments	43	Resignations	14
Promotions and Transfers	40	Deaths	5
Changes of Salary (excepting promotions and transfers)	344	Discharges	4
		Emergency Appointments	53

NATIVITY OF APPOINTEES IN THE OFFICIAL SERVICE

Appointed during the Year 1907.

Native Born.		Foreign Born.	
Milwaukee	17	Germany	8
Wisconsin (exclusive Mil.)	8	England	1
New York	2	France	1
Illinois	1	Ireland	1
Ohio	1	Norway	1
Pennsylvania	1		12
West Virginia	1		
	31		

Total, 43.

72% Native Born. 28% Foreign Born.

STATISTICS OF APPLICANTS FOR THE LABOR SERVICE

During the Year 1907.

A.	Total number of applicants	439
B.	Married	300
C.	Single	139
D.	Native Born	175
E.	Foreign Born	264
F.	Veterans	5
G.	Women	32
H.	Can read and write Eng	295
I.	Can read and write fore	269
J.	Cannot read or write	44

STATISTICS OF APPLICANTS FOR SKILLED LABOR

During the Year 1907.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	31	Germany	11
Wisconsin (exclusive Mil.)	13	Norway	3
Michigan	2	England	2
Pennsylvania	2	Canada	1
Massachusetts	1	Poland	1
Minnesota	1	Russia	1
New York	1	Switzerland	1
	51		20

Total, 71.

72% Native Born. 28% Foreign Born.

RESIDENCE IN U. S.		AGE.	
No. of Applicants.	Years.	No. of Applicants.	Years.
1	6 to 10	1	16 to 20
2	11 to 15	19	21 to 25
5	16 to 20	12	26 to 30
22	21 to 25	5	31 to 35
16	26 to 30	9	36 to 40
6	31 to 35	9	41 to 45
7	36 to 40	5	46 to 50
4	41 to 45	6	51 to 55
2	46 to 50	3	56 to 60
3	51 to 55	2	61 to 65
2	56 to 60		
1	61 to 65		
71		71	

Have families dependent upon them for support 39

Free holders 13

Veterans 1

d and write English	37
d and write English and German	27
d and write English and Norwegian	3
d and write English and Polish	2
d and write English, German and Polish	1
read and write any language	1
	71

STATISTICS OF SKILLED LABOR ELIGIBLES.

December 31, 1907.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	24	Germany	25
Wisconsin (exclusive Mil.)	17	Austria-Hungary	1
Pennsylvania	3	Canada	1
New York	2	England	1
Illinois	1	Ireland	1
Kansas	1	Russia	1
New Hampshire	1		
	49		30

Total, 79.

62% Native Born. 38% Foreign Born.

AGE OF SKILLED LABOR ELIGIBLES.

No. of Eligibles.	Years.	No. of Eligibles.	Years.
13	21 to 25	7	46 to 50
14	26 to 30	9	51 to 55
6	31 to 35	3	56 to 60
13	36 to 40	5	61 to 65
9	41 to 45		
		79	

Can read and write English and German	37
Can read and write English	35
Can read and write English and Polish	2
Can read and write German	2
Can read and write German and Polish	2
Can read and write English, German and French	1
	79

TISTICS OF APPLICANTS FOR COMMON LABOR

During the Year 1907.

NATIVE BORN.		FOREIGN BORN.	
ee	70	Germany	159
in (exclusive Mil.)	29	Poland	27
rk	8	Austria-Hungary	17
nia	4	Bohemia	10
	2	England	7
y	2	Scotland	6
n	2	Ireland	4
ta	2	Italy	3
	1	Canada	2
i	1	Norway	2
	1	Switzerland	2
e	1	Arabia	1
	1	Asia	1
		Denmark	1
		Netherlands	1
		Syria	1
	124		244

Total, 367.

34% Native Born. 66% Foreign Born.

AGE.	
Applicants.	Years.
	16 to 20
	21 to 25
	26 to 30
	31 to 35
	36 to 40
	41 to 45
	46 to 50
	51 to 55
	56 to 60
	61 to 65
	66 to 70
	71 to 75

RESIDENCE IN U. S.	
No. of Applicants.	Years.
1	3 to 5
14	6 to 10
27	11 to 15
39	16 to 20
72	21 to 25
68	26 to 30
37	31 to 35
47	36 to 40
23	41 to 45
13	46 to 50
12	51 to 55
10	56 to 60
3	61 to 65
2	71 to 75
368	

amilies dependent upon them for support	261
lders	155
as	4
	32

During the year 1907, 249 applicants were called by mail for competitive examination; 199, or 80% appeared; 188, or 94% of those who appeared, finished the examination; 106 passed the examination successfully, which is equal to 42% of those called, 53% of those who appeared, and 56% of those who finished the examination.

NATIVITY OF OFFICIAL ELIGIBLES.

December 31, 1907.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	179	Germany	43
Wisconsin (exclusive Mil.)	58	England	5
Michigan	10	Austria-Hungary	4
Illinois	9	Sweden	4
New York	9	Bohemia	3
Ohio	7	Ireland	3
Pennsylvania	5	Scotland	3
Iowa	3	Canada	2
New Jersey	3	Denmark	2
Massachusetts	2	Poland	2
California	1	Norway	1
Connecticut	1	Russia	1
Maine	1		73
Minnesota	1		
Missouri	1		
Nebraska	1		
Vermont	1		
	292		

Total, 365.

80% Native Born. 20% Foreign Born.

APPOINTMENTS IN THE OFFICIAL SERVICE

During the Year 1907.

To Take Effect.	Name.	Position.
1907.	BUILDING INSPECTOR'S DEPARTMENT.	
Mch. 8....	Wm. D. Harper.....	Assistant Inspector of Buildings.
	CITY ENGINEER'S DEPARTMENT.	
	(Meter and Distribution Subdepartment.)	
Mch. 15....	Wm. Vohl, Jr.....	Messenger.
	(Water Subdepartment.)	
July 10....	Ernst C. Eggebrecht...	Assistant Engineer Kinnickinnic River Flushing Works.
Dec. 1....	Leo H. Liebscher.....	Assistant Engineer Kinnickinnic River Flushing Works.
May 15....	Joseph P. Rafenstein..	Assistant Engineer Jones Island Flushing Works.
May 15....	Adolph Sedmihradsky.	Assistant Engineer North Point Pumping Station.
July 10....	Elmer McDonald	Assistant Engineer Milwaukee River Flushing Works.
June 11....	Barney J. Hegy.....	Fireman Kinnickinnic River Flushing Works.
July 10....	Chas. F. Biehler.....	Oiler Kinnickinnic River Flushing Works.
Aug. 1....	Rudolph J. Haas.....	Oiler Kinnickinnic River Flushing Works.
	HEALTH DEPARTMENT.	
Feb. 19....	Daisie E. Allen.....	Clerk—stenographer.
Aug. 19....	Emil Olsen	Sanitary Inspector.
Aug. 23....	Edw. Schubert	Sanitary Inspector.
Feb. 18....	Edw. J. Scheiderer....	Janitor Isolation Hospital.
	PARK DEPARTMENT.	
May 20....	Joseph J. Paulik.....	Park Policeman.
Aug. 16....	Chas. W. Sigg.....	Park Policeman.
	PUBLIC LIBRARY DEPARTMENT.	
Mch. 28....	Margaret A. Caufy....	Substitute Assistant.
Apr. 6....	Marion A. Peabody....	Substitute Assistant.
Apr. 6....	Ellen F. Brady.....	Substitute Assistant.
Apr. 6....	Mary M. Brady.....	Substitute Assistant.

During the year 1907, 249 applicants were called by mail for competitive examination; 199, or 80% appeared; 188, or 94% of those who appeared, finished the examination; 106 passed the examination successfully, which is equal to 42% of those called, 53% of those who appeared, and 56% of those who finished the examination.

NATIVITY OF OFFICIAL ELIGIBLES.

December 31, 1907.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	179	Germany	43
Wisconsin (exclusive Mil.)	58	England	5
Michigan	10	Austria-Hungary	4
Illinois	9	Sweden	4
New York	9	Bohemia	3
Ohio	7	Ireland	3
Pennsylvania	5	Scotland	3
Iowa	3	Canada	2
New Jersey	3	Denmark	2
Massachusetts	2	Poland	2
California	1	Norway	1
Connecticut	1	Russia	1
Maine	1		73
Minnesota	1		
Missouri	1		
Nebraska	1		
Vermont	1		
	292		

Total, 365.

80% Native Born. 20% Foreign Born.

APPOINTMENTS IN THE OFFICIAL SERVICE

During the Year 1907.

To Take Effect.	Name.	Position.
1907.	BUILDING INSPECTOR'S DEPARTMENT.	
Mch. 8....	Wm. D. Harper.....	Assistant Inspector of Buildings.
	CITY ENGINEER'S DEPARTMENT.	
	(Meter and Distribution Subdepartment.)	
Mch. 15....	Wm. Vohl, Jr.....	Messenger.
	(Water Subdepartment.)	
July 10....	Ernst C. Eggebrecht...	Assistant Engineer Kinnickinnic River Flushing Works.
Dec. 1....	Leo H. Liebscher.....	Assistant Engineer Kinnickinnic River Flushing Works.
May 15....	Joseph P. Rafenstein..	Assistant Engineer Jones Island Flushing Works.
May 15....	Adolph Sedmihradsky.	Assistant Engineer North Point Pumping Station.
July 10....	Elmer McDonald	Assistant Engineer Milwaukee River Flushing Works.
June 11....	Barney J. Hegy.....	Fireman Kinnickinnic River Flushing Works.
July 10....	Chas. F. Biehler.....	Oiler Kinnickinnic River Flushing Works.
Aug. 1....	Rudolph J. Haas.....	Oiler Kinnickinnic River Flushing Works.
	HEALTH DEPARTMENT.	
Feb. 19....	Daisie E. Allen.....	Clerk—stenographer.
Aug. 19....	Emil Olsen	Sanitary Inspector.
Aug. 26....	Edw. Schubert	Sanitary Inspector.
Feb. 18....	Edw. J. Scheiderer....	Janitor Isolation Hospital.
	PARK DEPARTMENT.	
May 20....	Joseph J. Paulik.....	Park Policeman.
Aug. 16....	Chas. W. Sigg.....	Park Policeman.
	PUBLIC LIBRARY DEPARTMENT.	
Mch. 28....	Margaret A. Caufy....	Substitute Assistant.
Apr. 6....	Marion A. Peabody....	Substitute Assistant.
Apr. 6....	Ellen F. Brady.....	Substitute Assistant.
Apr. 6....	Mary M. Brady.....	Substitute Assistant.

APPOINTMENTS IN THE OFFICIAL SERVICE—Continued.

During the Year 1907.

To Take Effect	Name.	Position.
1907.	PUBLIC WORKS DEPARTMENT.	
July 6....	Gustav E. Just.....	Assistant Superintendent North Side Natatorium.
July 18....	William Turner.....	Inspector of Tunnels and Sewers.
July 18....	David Turner.....	Inspector of Tunnels and Sewers.
Apr. 1....	Andrew Klumb.....	Bridge Tender, Huron Street Bridge.
May 23....	John Elser.....	Bridge Tender, Huron Street Bridge.
Apr. 1....	Daniel A. Sullivan....	Bridge Tender, Buffalo Street Bridge.
May 1....	Martin Brunn.....	Bridge Tender, Buffalo Street Bridge.
Apr. 24....	Geo. Larson.....	Bridge Tender, State Street Bridge.
Apr. 24....	Christian Lippoldt.....	Bridge Tender, Oneida Street Bridge.
Dec. 1....	Jacob Schweitzer.....	Bridge Tender, Holton Street Bridge.
May 23....	Edw. F. Reilly.....	Bridge Tender, 6th Avenue Bridge.
Dec. 1....	Isaac Holmes.....	Bridge Tender, 6th Avenue Bridge.
Dec. 1....	Lawrence Delaney	Bridge Tender, 6th Avenue Bridge.
Dec. 24....	Chas. A. Roddis.....	Bridge Tender, 6th Avenue Bridge.
	SCHOOL DEPARTMENT.	
Oct. 1....	Peter Peterson	Janitor 2d District School No. 2.
Jan. 1....	Frank Stock	Janitor 16th District School No. 1.
May 14....	Robt. F. Osborn.....	Janitor 16th District School No. 1.
Oct. 1....	Wm. Raths	Janitor 17th District School No. 1.
Sept. 1....	Herman Ihbe.....	Janitor 19th District School No. 2.
	TAX DEPARTMENT.	
May 9....	Frances M. Schade....	Stenographer.
Mch. 18....	Wm. M. Langen.....	Assistant Assessor, 11th Ward.
June 18....	Francis P. Kane.....	Assistant Assessor, 18th Ward.
Mch. 11....	Charles Ploetz.....	Assistant Assessor, 20th Ward.

PROMOTIONS AND TRANSFERS IN THE OFFICIAL SERVICE

During the Year 1907.

) TAKE EFFECT	NAME.	POSITION.
1907.	CITY ENGINEER'S DEPARTMENT.	
e 15....	Aug. J. Seidler.....	Assistant Draughtsman to Permit Clerk.
	(Meter and Distribution Subdepartment.)	
ı. 15....	Julius C. Guentner....	Messenger to Chairman.
ı. 1....	Fred. Schram.....	Watchman to Teamster (Official to Labor Service).
·. 1....	Frank Canning.....	Hydrant Inspector to Meter Repairer (Official to Labor Service).
ı. 1....	Lucas J. Pawlak.....	Hydrant Inspector to Helper (Official to Labor Position).
h. 1....	John Maihoelzer.....	Hydrant Inspector to Helper (Official to Labor Service).
h. 1....	Bernard Wolski.....	Hydrant Inspector to Helper (Official to Labor Service).
	(Water Subdepartment.)	
:. 1....	Jas. F. T. Hamilton...	Engineer in Charge to Assistant Chief Engineer.
y 15....	Ferdinand Krieger	Assistant Engineer to Engineer in Charge.
y 15....	Daniel Hunter.....	Assistant Engineer to Engineer.
y 10....	Henry Tutkin.....	Assistant Engineer, from Milwaukee River Flushing Works to Kinnickinnic River Flushing Works.
. 15....	Adolph Sedmihradsky.	Assistant Engineer to Machinist (Official to Labor Service).
y 10....	William Millar.....	Fireman, from Jones Island to Kinnickinnic River Flushing Works.
y 10....	Dan Crowley.....	Fireman to Oiler.
	PUBLIC LIBRARY DEPARTMENT.	
. 1....	Mary E. Dousman.....	Assistant Circulating Dept. to head of Children's Dept.
. 1....	Alma Silber.....	Substitute Assistant to Evening Assistant.
h. 20....	Edna Phipps.....	Substitute Page to Substitute Assistant.

PROMOTIONS AND TRANSFERS IN THE OFFICIAL SERVICE—Continued.
During the Year 1907.

To Take Effect	Name.	Position.
1907.	PUBLIC WORKS DEPARTMENT.	
May 1....	Chas. Kerneli	Inspector of Street Work to Superintendent 2d Ward.
Aug. 1....	John Crilley.....	Inspector of Sewers to House Drain Inspector.
Aug. 1....	Robert McGucken.....	House Drain Inspector to Inspector of Sewers.
Jan. 1....	Patrick Sullivan.....	Bridge Tender, from 6th Avenue to Cherry Street bridge.
Jan. 1....	Carl E. E. Will.....	Bridge Tender, from Grand Avenue to State Street bridge.
Jan. 1....	Thomas Butler.....	Bridge Tender, from State Street to Grand Avenue bridge.
Apr. 19....	John Devine	Bridge Tender, from Huron Street to West Water Street bridge.
Apr. 14....	Carl E. E. Will.....	Bridge Tender, from State Street to Broadway bridge.
May 1....	Lawrence Cullen.....	Bridge Tender, from Grand Avenue to Broadway bridge.
May 1....	Daniel A. Sullivan....	Bridge Tender, from Buffalo Street to Grand Avenue bridge.
May 1....	Fred. Andrews.....	Bridge Tender, from Clinton Street to State Street bridge.
May 1....	Geo. Larson.....	Bridge Tender, from State Street to Clinton Street bridge.
July 1....	John Driscoll.....	Bridge Tender, from Oneida Street to Clinton Street bridge.
Aug. 1....	John Elser.....	Bridge Tender, from Huron Street to Grand Avenue bridge.
Aug. 1....	Daniel A. Sullivan....	Bridge Tender, from Grand Avenue to Huron Street bridge.
Jan. 1....	M. J. Foran.....	Bridge Tender to Bridge Sweeper (Official to Labor Service).
May 1....	Wm. Tate.....	Elevator Operator to Cleaner and Window Washer (Official to Labor Service).
	SCHOOL DEPARTMENT.	
July 1....	Frank Shebesta	Janitor, 19th Dist. School No. 2 to Chief Janitor.
Sept. 1....	Gustav E. Jeske.....	Janitor, from 10th Dist. School No. 3 to North Div. High School.
Jan. 1....	Paul C. Fischer.....	Janitor, from 16th Dist. School No. 1 to 14th Dist. School No. 2.
Sept. 1....	John C. Krause.....	Janitor, from 2d Dist. School No. 2 to 10th Dist. School No. 3.
	WATER REGISTRAR'S DEPARTMENT.	
Nov. 1....	Wm. Burgardt.....	Clerk to Meter Reader.
Nov. 1....	Jos. J. Kullman.....	Meter Reader to Clerk.

CHANGES IN THE OFFICIAL SERVICE

During the Year 1907.

ppointments	43	Resignations	14
romotions and Transfers	40	Deaths	5
hanges of Salary (excepting promotions and transfers)	344	Discharges	4
		Emergency Appointments	53

NATIVITY OF APPOINTEES IN THE OFFICIAL SERVICE

Appointed during the Year 1907.

Native Born.		Foreign Born.	
Milwaukee	17	Germany	8
Wisconsin (exclusive Mil.)	8	England	1
New York	2	France	1
Illinois	1	Ireland	1
Ohio	1	Norway	1
Pennsylvania	1		
West Virginia	1		12
	31		

Total, 43.

72% Native Born. 28% Foreign Born.

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During the Year 1907.

1. Total number of applicants	439
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3. Single	139
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8. Can read and write English	295
9. Can read and write foreign languages	269
10. Cannot read and write *any language*	44

STATISTICS OF APPLICANTS FOR SKILLED LABOR

During the Year 1907.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	31	Germany	11
Wisconsin (exclusive Mil.)	13	Norway	3
Michigan	2	England	2
Pennsylvania	2	Canada	1
Massachusetts	1	Poland	1
Minnesota	1	Russia	1
New York	1	Switzerland	1
	51		20

Total, 71.

72% Native Born. 28% Foreign Born.

RESIDENCE IN U. S.		AGE.	
No. of Applicants.	Years.	No. of Applicants.	Years.
1	6 to 10	1	16 to 20
2	11 to 15	19	21 to 25
5	16 to 20	12	26 to 30
22	21 to 25	5	31 to 35
16	26 to 30	9	36 to 40
6	31 to 35	9	41 to 45
7	36 to 40	5	46 to 50
4	41 to 45	6	51 to 55
2	46 to 50	3	56 to 60
3	51 to 55	2	61 to 65
2	56 to 60		
1	61 to 65		
71		71	

Have families dependent upon them for support 39

Free holders 13

Veterans 1

d and write English	37
d and write English and German	27
d and write English and Norwegian	3
d and write English and Polish	2
d and write English, German and Polish	1
read and write any language	1
	71

STATISTICS OF SKILLED LABOR ELIGIBLES.

December 31, 1907.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	24	Germany	25
Wisconsin (exclusive Mil.)	17	Austria-Hungary	1
Pennsylvania	3	Canada	1
New York	2	England	1
Illinois	1	Ireland	1
Kansas	1	Russia	1
New Hampshire	1		
	49		30

Total, 79.

62% Native Born. 38% Foreign Born.

AGE OF SKILLED LABOR ELIGIBLES.

No. of Eligibles.	Years.	No. of Eligibles.	Years.
13	21 to 25	7	46 to 50
14	26 to 30	9	51 to 55
6	31 to 35	3	56 to 60
13	36 to 40	5	61 to 65
9	41 to 45		
		79	

Can read and write English and German	37
Can read and write English	35
Can read and write English and Polish	2
Can read and write German	2
Can read and write German and Polish	2
Can read and write English, German and French	1
	79

STICS OF APPLICANTS FOR COMMON LABOR

During the Year 1907.

NATIVE BORN.		FOREIGN BORN.	
.....	70	Germany	159
exclusive Mil.)	29	Poland	27
.....	8	Austria-Hungary	17
.....	4	Bohemia	10
.....	2	England	7
.....	2	Scotland	6
.....	2	Ireland	4
.....	2	Italy	3
.....	1	Canada	2
.....	1	Norway	2
.....	1	Switzerland	2
.....	1	Arabia	1
.....	1	Asia	1
		Denmark	1
		Netherlands	1
		Syria	1
	124		244

Total, 367.

34% Native Born. 66% Foreign Born.

AGE.		RESIDENCE IN U. S.	
licants.	Years.	No. of Applicants.	Years.
.....	16 to 20	1	3 to 5
.....	21 to 25	14	6 to 10
.....	26 to 30	27	11 to 15
.....	31 to 35	39	16 to 20
.....	36 to 40	72	21 to 25
.....	41 to 45	68	26 to 30
.....	46 to 50	37	31 to 35
.....	51 to 55	47	36 to 40
.....	56 to 60	23	41 to 45
.....	61 to 65	13	46 to 50
.....	66 to 70	12	51 to 55
.....	71 to 75	10	56 to 60
		3	61 to 65
		2	71 to 75
		368	

lies dependent upon them for support 261
..... 155
..... 4
..... 32

Can read and write English and German	97
Can read and write English	90
Can read and write German	53
Can read and write German and Polish	19
Can read and write Polish	18
Can read and write English and Polish	15
Can read and write English, German and Polish	13
Can read and write Bohemian	5
Can read and write English and Bohemian	3
Can read and write German and Bohemian	2
Can read and write Italian	2
Can read and write English, German, Latin and French	1
Can read and write English, German and Bohemian	1
Can read and write English and Danish	1
Can read and write English and Dutch	1
Can read and write English and Italian	1
Can read and write English and Norwegian	1
Can read and write English and Syrian	1
Can read and write Norwegian	1
Cannot read and write any language	43
	368

LABOR ELIGIBLE LISTS

In force December 31, 1907.

SKILLED LABORERS.

.....	6
ers	0
s	12
Cabinetmakers..	7
:pert.....	1
her	1
.....	1
.....	1
icklayers.....	3
.....	2
.....	12
trical Work.....	1
airing Pumping	1
Machinist Water Dept.....	1
Pattern Maker	1
Painters	13
Plumbers	3
Slater	1
Steamfitters	7
Steamfitter Gas Engine Repairing	1
Steamfitter Hot Water System..	I
Steamfitter Johnson System....	1
Steamfitter Water Dept.....	1
Tinner	1

WARD LABORERS.

.....	6
.....	6
.....	14
.....	7
.....	12
.....	13
.....	2
.....	25
.....	11
.....	17
.....	10
.....	30
13th Ward.....	35
14th Ward.....	34
15th Ward.....	2
16th Ward.....	0
17th Ward.....	3
18th Ward.....	22
19th Ward.....	0
20th Ward.....	16
21st Ward.....	14
22nd Ward.....	17
23rd Ward.....	5

IISCELLANEOUS SPECIAL COMMON LABORERS.

ttendants.....	5
Ielper	1
Side Parks.....	1
Side Parks.....	5
Side Parks.....	6
:s	15
.....	2
:s	2
Bldgs (male)....	23
Window Washers. dings.....	10
Cleaners at Pumping Stations..	7
Gatemen at Pumping Stations..	8
Helpers at Pumping Stations...	16
Laborers at Pumping Stations and Kilbourn Park.....	8
Coal Passers	36
Cook	1
Custodians Pavilions and Golf Links	2
Custodian of Playgrounds.....	1
Electric Crane Operator.....	1

Electrician's Helpers	12
Helpers Public Buildings	6
Laborers Garbage Plant (not yet placed under Civil Service Rules)	24
Machinist's Helpers	9
Meter Repairers	27
Office Cleaners (female)	66
Park Laborers East Side	2
Park Laborers West Side	11
Park Laborers South Side	14
Pavers	39
Pound Driver	1
Public Library:	
Book Sewing	1
Laborers	4
School Cleaners	2
School Repair Dept.:	
Helper and Laborer Heat Regulation System	1
Helper and Laborer Heat Regulation and Plumbing	1
Helper and Laborer Plumbing	1
Helper and Laborer	2
Sewer Cleaners	4
Sewer Laborers East Side	3
Sewer Laborers West Side	2
Sewer Laborers South Side	2
Steamfitter's Helpers	2
Tapper	1
Assistant Tapper	1
Teamsters	13
Teamster School Dept	1
Teamsters Water Dept	7
Water Department:	
Helpers	61
Laborers	4
Turn-on-and-off-men	27

APPOINTMENTS IN THE LABOR SERVICE

During the Year 1907.

PUBLIC WORKS DEPARTMENT.

WARDS.

) TAKE EFFECT	NAME.	NO. OF WARD.	POSITION.
1907.			
. 13....	Paul Stenzel.....	1st.	Common Laborer.
. 25....	Carl W. Raduege.....	2nd.	Common Laborer.
. 25....	Friederich Dollkopf.....	2nd.	Common Laborer.
. 27....	Henry Schreiber	2nd.	Common Laborer.
' 12....	John Toman.....	2nd.	Common Laborer.
. 9....	Peter Altamore.....	3rd.	Common Laborer.
. 9....	John Anderson	3rd.	Common Laborer.
. 9....	Tuddie Bulletset	3rd.	Common Laborer.
. 16....	Joseph Torcivia.....	3rd.	Common Laborer.
. 25....	John Driscol	4th.	Common Laborer.
. 25....	Michael Kane	4th.	Common Laborer.
. 17....	August Mund.....	4th.	Common Laborer.
. 17....	John J. Nolan.....	4th.	Common Laborer.
. 17....	Louis Burckhardt	4th.	Common Laborer.
' 13....	John G Sullivan	4th.	Common Laborer.
' 13....	John Hayes	4th.	Common Laborer.
e 1....	Jerome P. O'Shea	4th.	Common Laborer.
e 1....	Abraham B. Mosully....	4th.	Common Laborer.
e 5....	C. H. Daniels.....	4th.	Common Laborer.
; 17....	Alex. Frenn.....	4th.	Common Laborer.
'. 12....	John Webster.....	4th.	Common Laborer.
'. 12....	Wesley Hainer.....	4th.	Common Laborer.
'. 12....	Bart. Buckley.....	4th.	Common Laborer.
. 12....	Jos. Sullivan.....	4th.	Common Laborer.
'. 12....	Christ. Paulson.....	4th.	Common Laborer.
. 4....	Chas. Carpenter.....	4th.	Common Laborer.
. 4....	Michael Keogh	4th.	Common Laborer.
4....	Harry B. Hodgins	4th.	Common Laborer.
. 13....	Mathias Butz.....	5th.	Common Laborer.
. 13....	Richard F. Schmidt....	5th.	Common Laborer.
. 23....	Garrett Dokter.....	7th.	Common Laborer.
' 1....	Chas. J. Daas.....	7th.	Common Laborer, Juneau Park.
1....	John Fahrenholz.....	8th.	Common Laborer.
5....	Joachim Hinrichs.....	11th.	Common Laborer.
. 1....	Vincent Rozewicz.....	11th.	Common Laborer.
. 1....	Friedrich Abelt	11th.	Common Laborer.
. 1....	John Knotowski	11th.	Common Laborer.
. 3....	William Blankenburg...	11th.	Common Laborer.
. 3....	Fred. Henning.....	11th.	Common Laborer.
. 3....	Wm. Schmidt	11th.	Common Laborer.
. 3....	Albert Villwock.....	11th.	Common Laborer.
. 3....	Frederick Ewert.....	11th.	Common Laborer.
. 3....	*John Lietz*	11th.	Common Laborer.

APPOINTMENTS IN THE LABOR SERVICE.—Continued.

During the Year 1907.

To Take Effect.	Name.	No. of Ward.	Position.
1907.			
Feb. 1....	Casimir Napientek.....	14th.	Common Laborer.
Feb. 1....	Joseph Konieczny.....	14th.	Common Laborer.
Feb. 9....	John Gonia.....	14th.	Common Laborer.
Feb. 9....	Jacob Kleczke.....	14th.	Common Laborer.
Feb. 9....	Johann Geburr.....	14th.	Common Laborer.
Feb. 9....	John Sierszynski	14th.	Common Laborer.
Mch. 1....	Stanislaw Wdowczyk....	14th.	Common Laborer.
Apr. 14....	Johann Zechel.....	15th.	Common Laborer.
May 1....	Wilhelm Doege.....	15th.	Common Laborer.
May 1....	Wilhelm Eschweiler....	15th.	Common Laborer.
Oct. 7....	Nic. Ernser	15th.	Common Laborer.
Oct. 14....	Chas. Wussow.....	15th.	Common Laborer.
Dec. 7....	Chas. Rosjath.....	15th.	Common Laborer.
Jan. 18....	Jacob Brodziszewski....	16th.	Common Laborer.
Jan. 18....	Martin Sexton.....	16th.	Common Laborer.
May 1....	Wm. Drews	16th.	Common Laborer.
Dec. 12....	John Carney.....	16th.	Common Laborer.
Dec. 12....	James F. Corby.....	16th.	Common Laborer.
Mch. 27....	Frederick Gehrke.....	17th.	Common Laborer.
Mch. 27....	Anton Lugowski.....	17th.	Common Laborer.
Mch. 27....	John Fornares.....	17th.	Common Laborer.
June 1....	Aug. Leistikow.....	17th.	Common Laborer.
July 18....	John Thoms.....	17th.	Common Laborer.
July 18....	Fred. Hein, Sr.....	17th.	Common Laborer.
July 18....	Otto Platt.....	17th.	Common Laborer.
Mch. 6....	Jacob Rub.....	19th.	Paver.
Mch. 15....	William McGarvie.....	19th.	Common Laborer.
Mch. 15....	Carl Rossow	19th.	Common Laborer.
Mch. 15....	George Haimerl.....	19th.	Common Laborer.
Dec. 15....	Paul J. Rieger.....	19th.	Common Laborer.
Dec. 15....	Michael Breitweiser.....	19th.	Common Laborer.
Mch. 1....	Henry Trabbold.....	20th.	Common Laborer.
Mch. 1....	James J. Schoman.....	20th.	Common Laborer.
Mch. 1....	Carl L. Schulz.....	20th.	Common Laborer.
Oct. 3....	Joachim Piering.....	21st.	Common Laborer.
Oct. 3....	Carl Loppnow.....	21st.	Common Laborer.
Oct. 3....	Paul Weiss.....	21st.	Common Laborer.
Apr. 5....	Aug. Boldt.....	22nd.	Common Laborer.
Apr. 13....	Geo. Cerletti.....	22nd.	Common Laborer.
Mch. 22....	Fred. Frentz.....	23rd.	Common Laborer.
Mch. 27....	Aug. Stoll.....	23rd.	Common Laborer.
Mch. 27....	Christoph Will.....	23rd.	Common Laborer.
Apr. 3....	Anton Patok.....	23rd.	Common Laborer.
Apr. 3....	Fred. Desing.....	23rd.	Common Laborer.
Apr. 3....	Jos. Lang.....	23rd.	Common Laborer.
Apr. 20....	Ferd. Loblow	23rd.	Common Laborer.

APPOINTMENTS IN THE LABOR SERVICE.—Continued.

During the Year 1907.

MISCELLANEOUS SUBDEPARTMENTS.

To Take Effect.	Name.	Position.
1907.		
y 8....	Thos. E. Buckley.....	Bridge Painter Bridge Subdept.
y 8....	Wm. E. Smith.....	Bridge Painter Bridge Subdept.
y 8....	Edward Burns.....	Bridge Painter Bridge Subdept.
y 8....	Harry E. Orvis.....	Bridge Painter Bridge Subdept.
y 8....	John J. O'Leary.....	Bridge Painter Bridge Subdept.
y 8....	John F. Miller.....	Bridge Painter Bridge Subdept.
y 8....	John J. Reynolds.....	Bridge Painter Bridge Subdept.
y 8....	Edw. H. Meyer.....	Bridge Painter Bridge Subdept.
y 18....	Frank Gormley.....	Bridge Painter Bridge Subdept.
y 18....	Alfred Weber.....	Bridge Painter Bridge Subdept.
y 18....	Emil Jaeck.....	Bridge Painter Bridge Subdept.
ne 21....	Wm. F. Hawe.....	Bridge Painter Bridge Subdept.
ne 22....	Bert. McManus.....	Bridge Painter Bridge Subdept.
ne 24....	Wm. Schroeder, Jr.....	Bridge Painter Bridge Subdept.
ne 25....	Paul F. Fenske.....	Bridge Painter Bridge Subdept.
ly 23....	Bart. Buckley.....	Bridge Painter Bridge Subdept.
ly 29....	John Fenske.....	Bridge Painter Bridge Subdept.
ly 29....	Louis Sharping.....	Bridge Painter Bridge Subdept.
ly 29....	Thomas Collins	Bridge Painter Bridge Subdept.
ly 29....	Michael Keogh.....	Bridge Painter Bridge Subdept.
ly 29....	Timothy Mahegan.....	Bridge Painter Bridge Subdept.
ly 29....	John Gillish.....	Bridge Painter Bridge Subdept.
ly 29....	John Morrissey.....	Bridge Painter Bridge Subdept.
ly 29....	Edw. J. Lee.....	Bridge Painter Bridge Subdept.
ly 29....	Loren Stuart	Bridge Painter Bridge Subdept.
g. 9....	Henry Hoppe	Carpenter Bridge Subdept.
g. 9....	Anton Herman	Carpenter Bridge Subdept.
g. 9....	Henry Beseke	Carpenter Bridge Subdept.
g. 9....	Chas. De Grace.....	Carpenter Bridge Subdept.
c. 19....	John Voege.....	Carpenter Bridge Subdept.
c. 19....	Albert Schultz.....	Carpenter Bridge Subdept.
c. 19....	Gustav Arndt.....	Carpenter Bridge Subdept.
c. 16....	Louis P. Bolstad.....	Iron Worker Bridge Subdept.
g. 13....	John Jaroch.....	Laborer East Sewerage Dist.
ay 17....	Paul Dummer	Laborer West Sewerage Dist.
ay 20....	Frank Vicen.....	Laborer West Sewerage Dist.
ay 20....	Joseph Horteschney.....	Laborer West Sewerage Dist.
ay 20....	John Toman	Laborer West Sewerage Dist.
g. 9....	Henry Hackbarth.....	Laborer West Sewerage Dist.
g. 9....	Mike Martenic.....	Laborer West Sewerage Dist.
g. 24....	Ludwig Schlevogt.....	Laborer West Sewerage Dist.
. 17....	August Juedes	Laborer West Sewerage Dist.
. 24....	Roman Szymanski.....	Laborer South Sewerage Dist.
. 22....	John Szymaszek.....	Laborer South Sewerage Dist.
. 22....	Michael Szydlak.....	Laborer South Sewerage Dist.
1....	Jan. Lewandowski.....	Laborer South Sewerage Dist.
1....	*Valentine Henriak*.....	Laborer South Sewerage Dist.

APPOINTMENTS IN THE LABOR SERVICE.—Continued.

During the Year 1907.

To Take Effect.	Name.	Position.
1907.		
June 27....	John Pryba	Laborer South Sewerage Dist.
July 17....	Albert Koniecny	Laborer South Sewerage Dist.
Sep. 17....	John S. Baron.....	Laborer South Sewerage Dist.
Jan. 1....	Anna Heltmach.....	Office Cleaner City Hall.
Aug. 1....	Wm. J. Brockman.....	Helper, Power Dept. City Hall.
Dec. 1....	Oscar Doepke.....	Helper, Power Dept. City Hall.
Oct. 1....	Edw. Van Pietersom....	Helper Janitor Service City Hall.
Feb. 1....	Constance Baranowski..	Matron South Side Natatorium.
Apr. 22....	Edw. Muenzberg.....	Electrician's Helper.
June 15....	Abraham Cohen.....	Custodian East Side Dump.
Sept. 1....	Walter French.....	Bath House Attendant.

PARK DEPARTMENT.

To Take Effect.	Name.	Position.	Place of Employment.
1907.			
Apr. 2....	Albert Wielebski.....	Common Laborer...	Humboldt Park.
May 20....	Frank Baldzikowski...	Custodian of Play-Grounds	Kosciuszko Park.
Apr. 2....	William Borgenhagen..	Common Laborer...	Kosciuszko Park.
May 7....	John Smith	Common Laborer...	Kosciuszko Park.
May 7....	Albert Rabinek.....	Common Laborer...	Kosciuszko Park.
Apr. 2....	Paul Brockhausen....	Common Laborer...	Lake Park.
May 17....	Thurston Senour.....	Common Laborer...	Lake Park.
Apr. 2....	John Behmke.....	Common Laborer...	Mitchell Park.
Apr. 2....	Wawrzon Piatowski...	Common Laborer...	Mitchell Park.
Apr. 2....	Joseph Kaminski.....	Common Laborer...	Mitchell Park.
Apr. 20....	August Jaeger.....	Common Laborer...	Mitchell Park.
Apr. 20....	Waurzyn Hoffman.....	Common Laborer...	Mitchell Park.
Apr. 20....	William Bork.....	Common Laborer...	Mitchell Park.
Apr. 25....	Joseph J. Raab.....	Common Laborer...	Mitchell Park.
Apr. 25....	Charles H. Schuenemar	Common Laborer...	Mitchell Park.
Apr. 25....	Frank Boehm.....	Common Laborer...	Mitchell Park.
Apr. 25....	Gustav Wesenberg.....	Common Laborer...	Mitchell Park.
May 17....	Herman Boedeker.....	Common Laborer...	Mitchell Park.
Apr. 17....	Frank Glaser	Common Laborer...	Washington Park.
Apr. 17....	Albert Tank.....	Common Laborer...	Washington Park.
Apr. 17....	Joseph Pruscha.....	Common Laborer...	Washington Park.
Apr. 17....	Carl E. W. Locke.....	Common Laborer...	Washington Park.
Apr. 17....	Henry Schesser	Common Laborer...	Washington Park.
Apr. 17....	Charles Tockstein.....	Common Laborer...	Washington Park.
Apr. 17....	John Fitzpatrick.....	Common Laborer...	Washington Park.
May 6....	Frank Kolinski.....	Common Laborer...	Washington Park.

APPOINTMENTS IN THE LABOR SERVICE.—Continued.
During the Year 1907.

CITY ENGINEER'S DEPARTMENT.

To Take Effect.	Name.	Position.
1907.		
Apr. 1....	Wm. C. McCaigue.....	Assistant Tapper Meter and Distribution Subdept.
July 10....	Jos. Lesakowski.....	Boatman Jones Island Pumping Station.
July 10....	Wm. P. Harrington.....	Gateman Kinnickinnic River Flushing Works.
July 15....	Robert C. Deckman.....	Machinist's Helper Kinnickinnic River Flushing Works.
July 22....	Lucas Landowski.....	Coal Passer Kinnickinnic River Flushing Works.
Aug. 1....	John P. Smith.....	Coal Passer Milwaukee River Flushing Works.
Aug. 1....	Edgar C. H. Walther...	Helper North Point Pumping Station.
Aug. 1....	Herman Rehse.....	Helper North Point Pumping Station.
Mch. 19....	August Popp	Laborer High Service Pumping Station.
June 1....	Al. Kuczkowski.....	Laborer Kilbourn Park.
June 3....	Christian Behm.....	Laborer Kilbourn Park.
June 3....	Daniel J. Donahue.....	Laborer Kilbourn Park.
June 3....	Herman Grehl.....	Laborer Kilbourn Park.
June 11....	Herman Tempel.....	Laborer Kilbourn Park.
June 28....	John Grudnowski.....	Laborer Kilbourn Park.
July 10....	John F. Flannigan.....	Laborer Kinnickinnic River Flushing Works.
Sept. 3....	Jacob Hildebrand.....	Laborer Kinnickinnic River Flushing Works.
Jan. 22....	Wm. Berendt.....	Laborer Meter and Distribution Subdept.
Mch. 1....	Mich. Chzanowski.....	Laborer Meter and Distribution Subdept.
May 1....	Louis Woehlert.....	Laborer Meter and Distribution Subdept.
May 2....	Frank Jakubek.....	Laborer Meter and Distribution Subdept.
May 2....	Frank Szopinski.....	Laborer Meter and Distribution Subdept.
May 6....	Frank H. Jagodzinski...	Laborer Meter and Distribution Subdept.
May 6....	John Kratz.....	Laborer Meter and Distribution Subdept.
June 1....	Alexander Kotecki.....	Laborer Meter and Distribution Subdept.
June 1....	Aug. Behling.....	Laborer Meter and Distribution Subdept.
Oct. 6....	Paul Mekka.....	Laborer Meter and Distribution Subdept.
Oct. 6....	Albert Karolczak.....	Laborer Meter and Distribution Subdept.
Oct. 6....	Jos. Cwiklinski.....	Laborer Meter and Distribution Subdept.
Oct. 17....	John Grabner.....	Laborer Meter and Distribution Subdept.

APPOINTMENTS IN THE LABOR SERVICE.—Continued.

During the Year 1907.

HEALTH DEPARTMENT.

To Take Effect.	NAME.	POSITION AND PLACE OF EMPLOYMENT.
1907.		
Apr. 1....	John Heidenreich.....	Ambulance Driver Isolation Hospital.

PUBLIC LIBRARY DEPARTMENT.

To Take Effect.	NAME.	POSITION.
1907.		
Nov. 7....	Chas. F. Buschmann....	Coal Passer.
Dec. 31....	Marie Luening.....	Cleaner.
Dec. 31....	Sophie Ritzow.....	Cleaner.

PUBLIC MUSEUM DEPARTMENT.

To Take Effect.	NAME.	POSITION.
1907.		
Nov. 1....	Elizabeth Stockinger....	Cleaner.

?POINTMENTS IN THE LABO R SERVICE—Continued.

During the Year 1907.

SCHOOL DEPARTMENT.

'AKE ECT.	NAME.	POSITION.
)7.		
7....	Bernhard Schultz.....	Steamfitter.
8....	Frank L. Wheeler.....	Steamfitter's Helper.
21....	Fred. Kruse.....	Steamfitter's Helper.
27....	Byron Olson.....	Cabinet Maker.
3....	Chas. Winters.....	Cabinet Maker.
10....	Conrad Kempf.....	Cabinet Maker.
11....	Frank Peters.....	Cabinet Maker.
12....	Chas. Peterson	Cabinet Maker.
12....	James. L. Emerson.....	Carpenter.
12....	Edw. Brodbeck.....	Carpenter.
14....	Aug. Wilke.....	Carpenter.
22....	Franz D. Ziock.....	Painter.
22....	James Johnson.....	Painter.
25....	Geo. Perlewitz.....	Painter.
26....	Jos. Wander.....	Painter.
1....	Mrs. Mary Regner.....	Cleaner 23rd Dist. School No. 2.
26....	Mrs. Kate Hangy.....	Cleaner 22nd Dist. School No. 1 Annex.
6....	Wm. E. Koester.....	Laborer.
6....	Henry Schwartz.....	Laborer.

NATIVITY OF EMPLOYES IN THE LABOR SERVICE.

December 31, 1907.

NATIVE BORN.		FOREIGN BORN.	
aukee	192	Germany	772
onsin (exclusive Mil.)	61	Poland	59
York	23	Ireland	52
ois	6	Austria-Hungary	47
igan	5	Italy	29
	4	Bohemia	24
sylvania	4	England	14
ont	4	Norway	14
achusetts	3	Syria	9
esota	3	Holland	8
ecticut	2	Switzerland	7
rland	2	Russia	6
inia	2	Sweden	5
	1	Canada	3
ucky	1	Denmark	2
ouri	1	Netherlands	2
aska	1	France	1
le Island	1	Scotland	1
essee	1	Sicily	1
		Wales	1
	317		1057

Known	1374
Unknown	37
Total	1411

23% Native Born. 77% Foreign Born.

Several hundred of those who registered as having been born in Germany or Austria were actually born in German or Austrian Poland.

TOTAL CHANGES IN THE CITY SERVICE

During the Year 1907.

Appointments in the Official Service	43		
Appointments in the Labor Service	227		
		270	
Promotions and Transfers in the Official Service	40		
Promotions and Transfers in the Labor Service	27		
Promotions and transfers from Labor to Official Service	20		
Transfers from Official to Labor Service	7		
		94	
Separations from the Official Service	23		
Separations from the Labor Service	42		
		65	
Total changes of all kinds (excepting temporary changes, leave of absence and "lay-off")			429

TOTAL NUMBER OF ALL PERSONS IN THE CITY CIVIL SERVICE OF MILWAUKEE.

I. UNDER CIVIL SERVICE RULES.		
A. UNDER THE BOARD OF CITY SERVICE COMMISSIONERS:		
In the Official Service	624	
In the Labor Service	1,411	
In both branches		2,035
B. UNDER THE BOARD OF FIRE AND POLICE COMMISSIONERS:		
In the Fire Department	454	
In the Police Department	459	
In both branches		913
C. UNDER THE BOARD OF SCHOOL DIRECTORS:		
Principals, Teachers and Truant Officers		1,150

Total number of persons under Civil Service Rules of the three branches			4,098
II. NOT UNDER CIVIL SERVICE RULES.			
ELECTIVE OFFICERS:			
Mayor, Comptroller, Treasurer, Attorney		4	
Aldermen		46	
Clerk of Municipal Court		1	
Judges		2	
Justices of the Peace		11	
Constables		11	
Total number of exempted elective officers			75
APPOINTIVE OFFICERS:			
1. Salaried Officers—			
Heads of Departments	11		
Deputies	8		
Cashier	1		
Treasurer's Clerks	2		
Secretaries	4		
Assistant City Attorneys	4		
Assistant City Engineer	1		
Assistant Clerks of Municipal Court	4		
Court Reporter	1		
Court Janitor	1		
Weigh Masters (receiving one-half of proceeds	2		
School Superintendent	1		
Assistant School Superintendents	4		
Park Superintendent	1		
Taxidermists	2		
Curator of Invertebrate Zoology	1		
Various Officials	5		
		53	
2. Honorary Officers—			
City Service Commissioners	4		
Fire and Police Commissioners	4		
Commissioners of Public Debt	3		
Park Commissioners	5		
School Directors	15		
Library Trustees	9		
Museum Trustees	9		
Johnson Emergency Hospital Trustees	9		
Total number of exempted honorary appointive officers		58	
Total number of exempted oppointive officers or *employes*			111

Total number of officers and employes not subject to Civil Service Rules			186
Total number of persons in the City Service			4,284

The number of laborers actually employed in street work and in the parks at the time this writing is much less than represented in the foregoing summary, because a number of the skilled and common laborers included in it are often laid off when there is not sufficient work for them, and especially during the winter the superintendents assign the men in relays, so as to give as many of them as possible an opportunity for part of the work, excepting the employes of long standing needed for the special work requiring experience and training, who are rarely laid off.

The following figures indicate what work has to be taken care of during the year:

Area of the city	22½ square miles or 14,400	acres
Area of public squares	22	acres
Length of streets	534.899	miles
Length of water mains	418.404	miles
Length of sewers, including intercepting sewers or tunnels	405.103	miles
Area of parks in charge of Board of Public Works	60.997	acres
Area of parks in charge of Park Commissioners	746.998	acres
Viz.: North Side Park	180.61	acres
Washington Park	150	acres
Lake Park	124	acres
Reynold's Park	80	acres
Mitchell Park	63.3	acres
Humboldt Park	45.72	acres
Kosciuszko Park	36.868	acres
Riverside Park	24	acres
Sherman Park	24	acres
Gordon Place	13.5	acres
Lincoln Park	5	acres
School houses (exclusive barracks)		59
Other public buildings		54
Apparatus on wheels used by the Fire Department		117
Fire boats for river service		4
Horses		229

I am grateful to note that all the departments of the city government cheerfully co-operated with the Civil Service Board in enforcing the rules and law.

Respectfully submitted,
JOHN J. VLACH,
Chief Examiner *and Secretary.*

EXHIBIT C.

CITY CIVIL SERVICE ACT.

Chapter 313, of the Laws of 1895, App. April 19 and Pub. April 29.
[As Amended by Chapter 218, of the Laws of 1897,
App. April 12, and Pub. April 13.]

AN ACT to regulate the civil service of cities.

The people of the State of Wisconsin, represented in Senate and Assembly, do enact as follows:

SECTION 1. The Mayor of each city in this state, of the first class, or of the second class, as defined by Section 1, of Chapter 312, of the general laws of Wisconsin enacted in 1893 whether such city be incorporated by special act of the Legislature or under the general laws of the state, shall, before the fifteenth day of June, A. D. 1895, or the fifteenth day of June in the year next following the first state or national census, showing such city to belong to either said first or said second class, appoint four persons, citizens and residents of said city, who shall constitute and be known as the Board of City Service Commissioners of such city, and shall designate one of the persons so appointed to serve for a term of four years, one for a term of three years, one for a term of two years, and one for a term of one year, from the first Monday of July in the year of their appointment and until their respective successors are appointed and qualified; and in each and every year after such first appointment, the Mayor shall, in like manner, in the month of June, appoint one person as the successor of the Commissioner whose term shall expire in that year, to serve as such Commissioner for four years from the first Monday of July then next ensuing, and until his successor is appointed and qualified. Three Commissioners shall constitute a quorum necessary for

the transaction of business. Any vacancy in the office of Commissioner occurring during the term shall be filled for the unexpired term by appointment by the Mayor and all appointments, both original and to fill vacancies, shall be so made that not more than two Commissioners shall at the time of the appointment be members of the same political party. Said Commissioners shall hold no lucrative office or employment under the United States, the State of Wisconsin, or any municipal corporation or political division thereof, and each Commissioner shall, before entering upon the discharge [of the duties] of his office and within ten days after receiving notice of his appointment, take and subscribe the oath of office prescribed by the constitution of this state, and file the same duly certified by the officer administering it with the [City] Clerk of his city, and no salary or other compensation for his services shall be paid to any such Commissioner.

SEC. 2. [**As amended by Section 1, Chapter 218, of 1897.**] The said Commissioners shall make rules adapted to carry out the purposes of the act and not inconsistent with its provisions, for the examination and selection of persons to fill offices and positions in the service of their respective cities, which are required to be filled by appointment, and for the selection of persons to be employed in the service of such city. All rules so made shall be subject to the approval of the Mayor of the city, and they may with like approval be from time to time altered or rescinded by said Commissioners. The said Commissioners shall supervise the administration of the rules so established.

SEC. 3. The rules mentioned in Section 2 of this act may be made from time to time:

1st. For open, competitive and other examinations by which to test applicants for office or for employment as to their practical fitness to discharge the duties of the positions which they desire to fill, which examinations shall be public and free to all citizens of the United States, with proper limitations as to residence, age, health, sex, habits and moral character.

2nd. For the filling of vacancies in offices and places of employment in accordance with the results of such examinations, and for the selection of persons for public employment in accordance with such results, or otherwise as may seem most desirable to carry out the provisions of this act.

3rd. For promotions in office or positions on the basis of ascertained merit and seniority in service, and examination as may seem desirable.

4th. For a period of probation before an appointment or employment is made permanent.

All rules made as provided in this act and all changes therein shall forthwith be printed for distribution by said Board.

SEC. 4. From and after the adoption of such rules, all appointments to subordinate offices, positions and employments in the several departments of the service of such city which are subject to such rules, shall be made by the respective heads of such departments under and in conformity with the provisions of such rules, and such heads of departments shall respectively have power to remove or discharge at pleasure any person holding any subordinate office, position or employment in their respective departments.

SEC. 5. All applicants for offices, places or employments in the civil service of such city, except those mentioned in Section 6, shall be subject to examination under and in accordance with the rules so made by said Commissioners. Such examinations shall be practical in their character and shall relate to those matters which will fairly test the relative capacity and fitness of the persons examined to discharge the duties of the particular service to which they seek to be appointed, and shall include tests of physical qualifications and health, and, when appropriate, of manual skill. No question in any examination shall relate to political or religious opinions or affiliations, and no appointment or selection to an office or for employment within the scope of the rules established as aforesaid shall be in any manner affected or influenced by such opinions or affiliations.

SEC. 6. Officers who are elected by the people, or who by statute are required to be elected by the city council, inspectors and clerks of election, members of any board of education, the superintendents and teachers of schools, heads of any principal departments of the city, all members of the law, fire and police departments, offices and clerks for the faithful discharge of whose duties a superior officer is required to give bond, one private secretary of the Mayor, and any other officers, clerks or employes in the service of the city whose positions, in the judgment of the said City Service Commissioners, can not, for the time being be subjected, with advantage to the public service, to the general rules prepared under this act, shall not be affected as to their election, selection or appointment, by such rules made by said Commissioners.

SEC. 7. Every application, in order to entitle the applicant to appear *for examination, or to* be examined, must state the facts under

oath on the following subjects: (1) full name, residence and post-office address; (2) citizenship; (3) age; (4) place of birth; (5) health and physical capacity for the public service; (6) previous employment in the public service; (7) business or employment and residence for the previous five years; (8) education. Such other information shall be furnished by the applicant as may reasonably be required by the Board touching the applicant's fitness for the public service.

SEC. 8. **[As amended by Sec. 2, Chapter 218 of 1897.] The said board shall appoint a chief examiner, whose duty it shall be, under its direction, to superintend any examinations held in such city under this act and who shall perform such other duties as the board shall prescribe. Such chief examiner shall be ex-officio secretary of the board, and under the direction of such board he, as such secretary, shall keep and record minutes of its proceedings, preserve all reports made to it, keep a record of all examinations held under its direction, and perform such other duties as the board may from time to time prescribe. Such chief examiner shall receive a salary to be fixed by said board at a sum not exceeding the rate of fifteen hundred dollars per annum, which shall be paid monthly by the city treasurer on the certificate of the president of said beard countersigned by the city comptroller. He shall be subject to removal at any time by said board. The said board may also incur such expenses for clerk hire, printing, stationery and other incidental matters as it shall deem necessary; provided, however, that the total amount of all expenditures by it incurred during any year, including the compensation of the chief examiner, clerks and other employes, shall not exceed the amount of the special fund herein provided and known as "the city civil service fund."**

[Additional provisions are contained in the following Section of said Chapter 218 of the Laws of 1897, to-wit:]

SEC. 3. **From and after the passage and publication of this act, the common council shall levy and collect annually, upon all taxable property of the said city, at the same time and in the same manner as other city taxes are levied and collected by law a special tax not exceeding one thirty-fifth of a mill upon each dollar of the assessed value of said taxable property, the amount of which shall be determined by said board of city service commissioners and certified by it to the common council and to the**

city comptroller within ten days after the passage and publication of this act, and thereafter before the twentieth day of January in each year, and the entire amount of such special tax shall constitute a separate and distinct fund to be known as the "city civil service fund," and shall not be used or appropriated, directly or indirectly, for any other purpose than paying the salaries of the chief examiner, clerks and employes of said board and the other necessary expenses of carrying out the purposes of this act. All disbursements on account of such city civil service fund, except for the salary of the chief examiner, shall be paid by the city treasurer on the orders of the president and secretary of the board, countersigned by the city comptroller.

SEC. 9. The Board shall control all examinations, and may, whenever an examination is to take place, designate a suitable number of persons, either in or not in the official service of the city, to be examiners, and it shall be the duty of such examiners, and, if in the service of the city, it shall be a part of their official duty without extra compensation, to conduct examinations as the Board may direct, and make return or report thereof to such Board; and the Board may, at any time, substitute any other person, whether or not in such service, in the place of any one so selected; and the Board may themselves, at any time, act as such examiners, and without appointing examiners. The examiners, at any examination, shall not all be members of the same political party, and no person shall serve in an examination of candidates for office under the provisions of this act in case of a relative or connection by marriage within the degree of first cousin.

SEC. 10. **[As amended by Sec. 4, of Chap.218, of 1897.] Notice of the time, place and general scope of every examination shall be given by the board by publication at least four times on alternate days, beginning at least ten days before the date of such examination, in one or more daily newspapers of general circulation published in such city, and such notice shall also be posted by said board in a conspicuous place in its office at least ten days before such examination. Such further notice of examinations may be given as the board shall prescribe.**

SEC. 11. From the returns or reports of the examiners, or from the examinations made by the Board, the Board shall prepare and keep a register for each grade or class of position in the service of such city, of the persons whose general average standing upon examination for *such grade or class is not* less than the minimum fixed by the rules

of such Board, and who are otherwise eligible, and such persons shall take rank upon the register as candidates in the order of their relative excellence as determined by examination, without reference to priority of time of examination.

SEC. 12. **[As amended by Sec. 5, Chap. 218, of 1897.] Immediate notice in writing shall be given by the appointing power, to said board of city service commissioners, of all appointments, permanent or temporary, made pursuant to this act and the rules made and established under the same, in those branches or departments of the civil service of such city which are subject to this act and the rules of said board, and all transfers, promotions, resignations, other changes or vacancies from any cause in such branches or departments of the city service, and of the date thereof, and a record of the same shall be kept by said board. When any office or place of employment, subject to such rules, is created or abolished, or the compensation attached thereto is altered, the officer or board making such change shall immediately report the same in writing to said board of commissioners.**

SEC. 13. Said Board of Commissioners shall, on or before the 15th day of March in each year, make to the Mayor for transmission to the City Council, a report showing its own action, the rules in force, the practical effects thereof, and any suggestions it may approve for the more effectual accomplishment of the purposes of this act. The Mayor may require a report from said Board at any other time.

SEC. 14. All officers of any such city shall aid said Board in all proper ways in carrying out the provisions of this act, and, at any place where examinations are to be held, shall allow the reasonable use of the public buildings for holding such examinations. The Mayor of each city shall cause suitable rooms to be provided for said Board at the expense of such city; and a sufficient sum of money shall be appropriated each year by each city to carry out the provisions of this act in such city.

SEC. 15. No person or officer shall willfully and corruptly, by himself or in co-operation with one or more other persons, defeat, deceive or obstruct any person in respect to his or her right of examination, or corruptly or falsely mark, grade, estimate or report upon the examination or proper standing of any person examined hereunder, or aid in so doing or willfully or corruptly make any false representations concerning the same or concerning the person examined, or willfully or corruptly furnish to any person any special or secret information

for the purpose either of improving or injuring the prospects or chances of any person so examined, or to be examined, being appointed, employed or promoted.

SEC. 16. **[As amended by Sec. 6, Chap. 218, of 1897.] No comptroller or accounting or auditing officer of such city shall allow the claim for services of any person employed in the public service in violation of the provisions of this act or of the rules made and established by the board of city service commissioners pursuant to this act.**

SEC. 17. The Board of City Service Commissioners shall certify to the Comptroller all appointments to offices and places in the civil service of the city, subject to their rules, and all vacancies occurring therein, whether by dismissal, resignation or death. No Comptroller of any such city shall approve the payment of or be in any manner concerned in paying any salary or wages to any person, subject to such rules, for services as an officer or employe of such city, before the appointment of such person to the city service has been certified by the Board to the Comptroller, nor after the vacation of such person's office or employment shall have been so certified.

SEC. 18. No Paymaster, Treasurer or other officer or agent of such city shall willfully pay, or be in any manner concerned in paying any person subject to the rules adopted by said Commissioners under this act, any salary or wages for services as an officer or employe of such city, before the appointment of such person to the civil service of such city has been certified by the Board to the Comptroller, nor after the vacation of such person's office or employment shall have been so certified.

SEC. 19. Any person who shall willfully, or through culpable negligence, violate any provision of this act or any rule promulgated in accordance with the provisions thereof, shall be guilty of a misdemeanor, and shall, on conviction thereof, be punished by a fine of not less than fifty dollars and not exceeding one thousand dollars, or by imprisonment in the county jail for a term not exceeding six months, or by both such fine and imprisonment in the discretion of the court.

SEC. 20. If any person shall be convicted under the next preceding section, any public office which such person may hold shall, by force of such conviction, be rendered vacant, and such person shall be incapable of holding office for the period of five years from the date of such *conviction.*

SEC. 21. Prosecutions for violations of this act may be instituted either by the Attorney-General, the state's attorney for the county in which the offense is alleged to have been committed, or by the Board acting through special counsel. Such prosecutions shall be conducted and controlled by the prosecuting officers who institute them, unless they request the aid of other prosecuting officers.

[Additional provisions are contained in the following Sections of said Chapter 218 of the Laws of 1897, to-wit:]

SEC. 7. **It shall be the duty of every board of city service commissioners appointed under and in pursuance of the provisions of said chapter 313, of the laws of 1895, to investigate the enforcement of said act and of its rules, adopted in accordance with its provisions to carry out the purposes of said act and the action of the examiners in said act provided for, and the conduct and action of the appointees in the official service in its city, and may inquire as to the nature, tenure and compensation of all offices and places in the public service thereof. In the course of such investigations each commissioner shall have power to administer oaths, and said board shall have power to secure by its subpoena both the attendance and testimony of witnesses and the production of books and papers relevant to such investigation.**

SEC. 8. **Any person who shall be served with a subpoena to appear and testify, or to produce books and papers, issued by the board of city service commissioners in the course of any investigation conducted under the provisions of section 6 [7], of this act, and who shall refuse or neglect to appear and testify or to produce books and papers relevant to such investigation, as commanded in such subpoena, shall be guilty of a misdemeanor, and shall on conviction be punished by fine or imprisonment or both in the discretion of the court, as provided in and by section 19, of the said act hereby amended. The fees of witnesses for attendance and travel shall be the same as the fees of witnesses before the circuit courts of this state, and shall be paid from the appropriation for the expenses of the board. Any circuit court of this state, or any judge thereof, whether in term time or vacation, upon application of the board, may compel the attendance of witnesses, the production of books and papers and giving of testimony before the board by attachment for contempt or otherwise, in the same manner, as the production of evidence may be compelled before said court. Every person, who, having taken**

an oath or made affirmation before a commissioner in the course of such an investigation, shall swear or affirm willfully, corruptly and falsely, shall be guilty of perjury, and upon conviction shall be punished accordingly.

SEC. 9. No officer or employe of such city shall discharge, or degrade, or promote, or in any manner change the official rank or compensation of any other officer or employe, or promise or threaten to do so, for giving or withholding any contribution of money or other valuable thing for any party or political purpose, or for refusal or neglect to render any party or political service.

SEC. 10. No applicant for appointment in such official service, either directly or indirectly, shall pay or promise to pay any money or other valuable thing to any person whomsoever, for or on account of his appointment or proposed appeintment, and no officer or employe shall pay or promise to pay, either directly or indirectly, to any person any money or other valuable thing whatever for or on account of his promotion.

SEC. 11. No person while holding any office in the government of such city, or any nomination for, or while seeking a nomination for or appointment to, any such office, shall corruptly use, or promise to use, either directly or indirectly, any official authority or influence in the way of conferring upon any person, or in order to secure or aid any person in securing, any office or public employment or any nomination, confirmation, promotion or increase of salary, upon the consideration or condition that the vote or political influence or action of the last named person or any other shall be given or used in behalf of any candidate, officer or party, or upon any other corrupt condition or consideration.

SEC. 12. Any acts and parts of acts conflicting with the provisions hereof are hereby repealed.

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FRANK A. KRENLA
W. W. McINTYRE
J. J. VLACH
AUGUST DIETRICH
FRED. A. LANDECK
JOS. BROWN, Geo.

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FOURTEENTH ANNUAL REPORT

OF THE

BOARD OF CITY SERVICE COMMISSIONERS

OF THE

CITY OF MILWAUKEE

MILWAUKEE, WISCONSIN
U. S. A.

JANUARY 1, 1909

KEOGH PRESS, MILWAUKEE
1909

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BOARD OF CITY SERVICE COMMISSIONERS.

President,
FRED A. LANDECK.

FRED. A. LANDECK,	Term expires on the first Monday in July, 1909.
AUGUST DIETRICH, - - - -	Term expires on the first Monday in July, 1910.
FRANK A. KREHLA, - - -	Term expires on the first Monday in July, 1911.
WM. W. MCINTYRE,	Term expires on the first Monday in July, 1912.

Chief Examiner and Secretary,
JOHN J. VLACH.

FORMER BOARDS OF CITY SERVICE COMMISSIONERS.

1895.

The following gentlemen were appointed in the month of June, 1895:

JOSHUA STARK, *President*,	Term to expire in July, 1899
CONRAD NIEDERMAN, - -	Term to expire in July, 1898
CHARLES H. STROHMEYER, -	Term to expire in July, 1897
JAMES CONROY, - - -	Term to expire in July, 1896

1896.

CONRAD NIEDERMAN, *President.*
JOSHUA STARK.
CHAS. H. STROHMEYER.
EMMONS E. CHAPIN.

1897.

CONRAD NIEDERMAN, *President.*
JOSHUA STARK.
EMMONS E. CHAPIN.
CHAS. H. STROHMEYER.

1898.

CHAS. H. STROHMEYER, *President.*
JOSHUA STARK.
EMMONS E. CHAPIN.
*CARL C. JOYS.
EDGAR L. WOOD.

1899.

EMMONS E. CHAPIN, *President.*
CHAS. H. STROHMEYER.
EDGAR L. WOOD.
ERNEST P. BUTLER.

1900.

EDGAR L. WOOD, *President.*
CHAS. H. STROHMEYER.
ERNEST P. BUTLER.
GEO. P. ZIEGLER.

1901.

ERNEST P. BUTLER, *President.*
EDGAR L. WOOD.
**GEO. P. ZIEGLER.
EDMUND GRASSLER.

1902.

ERNEST P. BUTLER, *President.*
WM. W. MCINTYRE.
EDMUND GRASSLER.
JOHN H. WINDFELDER.

1903.

WM. W. MCINTYRE, *President.*
EDMUND GRASSLER.
JOHN H. WINDFELDER.
FRANK A. KREHLA.

1904.

EDMUND GRASSLER, *President.*
JOHN H. WINDFELDER.
FRANK A. KREHLA.
WM. W. MCINTYRE.

1905.

JOHN H. WINDFELDER, *President.*
FRANK A. KREHLA.
WM. W. MCINTYRE.
JAMES CONROY.

1906.

FRANK A. KREHLA, *President.*
WM. W. MCINTYRE.
***JAMES CONROY.
IRVING B. CARY.

1907.

WM. W. MCINTYRE, *President.*
FRED. A. LANDECK.
****IRVING B. CARY.
FRANK A. KREHLA.

**Resigned September, 1898.*
***Resigned July 9, 1902.*

***Died March 20, 1907.
****Resigned in 1908.

MILWAUKEE, WIS., March 15, 1909.

To the Honorable David S. Rose Mayor of the City of Milwaukee, and the Common Council of said City of Milwaukee.

GENTLEMEN: We herewith beg to submit to you the fourteenth annual report of the Board of Civil Service Commissioners for the year ending December 31, 1908.

The annual report of the chief examiner and ex-officio secretary of the Board is hereto appended, explaining in full the examinations held and their results, also appointments, promotions, transfers, etc.

We beg leave to call your attention to certain facts relating to this department which may be of interest.

You will note from a careful examination of the secretary's detailed report that the number of applicants and those taking examinations under this department has been largely increased over that of former years. This, we believe, is due to the fact that during the recent depression many people have been unemployed and out of work. Then, again, we desire to call your attention to the fact that we have made exceptional efforts in this direction and by different means and methods have attempted to bring to the attention of desirable persons the fact of our holding examinations and the possibility of obtaining good and lucrative employment by the city. We believe that when choosing employes under the merit system, we should have as large a class as possible to choose from, and eventually, we are confident this will tend to the improvement of the city service.

Our Board has evinced a new interest in the holding of examinations, and whenever it was required to hold examinations on subjects requiring expert or professional skill and duties we have made a departure from the old custom and have uniformly retained men of high standing in their particular lines in this community to conduct such examinations together with our secretary. This practice has proven itself of great merit.

Our Board has endeavored to co-operate with the heads of the various departments, and we are glad to say that we have had unstinted co-operation on their part. We wish to mention particularly the *Department of Public* Works and the Health Department as having

co-operated with us for the betterment of the service, and through their aid and suggestions a number of our rules and requirements as to fitness and qualifications of candidates have so been altered and changed that the city is bound eventually to benefit directly.

The law authorizing the institution of this Board and under which the same was organized, was passed by the Legislature in 1895. At that time civil service was undergoing a test and had been but little tried out. The theory of the same was new and had not been as well worked out as it is today. Since the passing of that law almost every state in the Union has passed similar laws, each tending to improve upon the preceding, and today we find almost every state and every large city in the country operating under civil service. In conformity with our ideas along the lines of endorsed alterations and changes, amendments have been draughted to the present law and have been introduced in the Legislature now sitting. These amendments pertain particulary to the method of selecting employes from the eligible lists by the heads of departments, and the discharge of employes. Tersely stated, it is the conviction of this Board that when a person subjects himself to our examinations, he shall be entitled to consideration by the appointing power according to his standing on the list of eligible candidates, and when once chosen and selected by an appointing power, he shall rest secure in his position unless just cause appear for his discharge. It is our earnest hope that the amendments above referred to be passed at this session of the Legislature.

The Civil Service Department has been economically conducted, and we have never exhausted the full limit of our appropriation as provided by law. This, in a large measure, is due to the good service of the employes in this department.

Respectfully submitted,

FRED. A. LANDECK,
President.

F. A. KREHLA,
AUG. DIETRICH,
W. W. McINTYRE,
Commissioners.

APPENDIX

EXHIBIT A

RULES FOR THE CIVIL SERVICE
OF THE
CITY OF MILWAUKEE

DIVISION A.

GENERAL DIRECTIONS AND INFORMATION

FOR BOTH THE

·FICIAL SERVICE AND LABOR SERVICE.

RULE I.

TITLES, NAMES, PAY-ROLLS, NOTICES OF CHANGES IN SERVICE.

SECTION 1. Every department, sub-department, office, position, , in the City Service, shall be known by only one title. Each title ll be applied only to one department, sub-department, class of itions or other category.

SEC. 2. In regard to entries in the City Service made since the l Service act went into effect, the sworn applications in the archives e City Service office shall form the basis of the Civil Lists when-possible.

SEC. 3. The spelling of the first names and the surnames in all and pay-rolls must correspond with those in the applications.

SEC. 4. All officials, including ward superintendents and other ls of sub-departments whose duty it is to write pay-rolls, shall a correct transcript of the names of persons employed under n, as stated in the corrected Civil Lists in the City Service office in the offices of the respective city departments, and write the first nes and surnames correctly thereafter on every pay-roll.

SEC. 5. The names of employes of several classes may appear on same pay-roll; but those of each class must be kept separate from se of every other class, to facilitate control.

SEC. 6. In order that the Civil Lists may be kept correct and com-ete, every appointing officer or board shall give the City Service ice prompt official notice of all changes in their service, including pointments, promotions, transfers, separation from service caused dismissal, resignation or death, or any other cause, changes of resi-nce, etc., giving the name, date, position, department and compensa-n, *on forms prescribed* by the Board. All such changes in the

service (changes of residence excepted) shall be certified to the Ci- Comptroller by the Board, in order that the basis for the Comptrolle audits may be kept complete and that no payments be made in violati of these rules.

SEC. 7. The Board will extend the operation of the rules to clas not yet under the rules as soon as practicable and advantageous to th city; will alter or rescind rules where circumstances make it necessary; will make new rules, and will, from time to time, adopt rulings, definitions and instructions for the Chief Examiner.

RULE II.

CLASSIFICATION.

SECTION 1. The offices and places in the service of the city, coming within the provisions of Chapter 313 of the laws of 1895, shall be classified in two divisions.

The first division shall be known as the OFFICIAL SERVICE.

The second division shall be known as the LABOR SERVICE.

SEC. 2. The OFFICIAL SERVICE shall, as soon as practicable, include the following classes of offices and positions of a more or less permanent character drawing annual or monthly salaries, and such of those drawing wages per diem as require the supervision of the men of a sub-department, ward or district, or the inspection of public work.

Exceptions are indicated in Sec. 6 of the Civil Service Law.

CLASS I. *Medical Service:* All positions, the duties of which require knowledge of the profession of medicine, or some branch thereof.

CLASS II. *Civil Engineering:* All positions, the duties of which require knowledge of the profession of civil engineering or of some branch thereof.

CLASS III. *Clerical Service:* All positions of clerks, messengers, copyists, recorders, stenographers, typewriters, bookkeepers or other similar service, whether paid by the year, month or day, or by the piece, or in any other way.

CLASS IV. *Electrical Service:* All positions, the duties of which require a special knowledge of electricity in some form of its application.

CLASS V. *Mechanical Service:* All positions, the duties of which require a knowledge of steam engines, boilers and other machinery,

ir care and operation; and all other positions requiring special chanical knowledge or skill.

CLASS VI. *Inspection Service:* All positions under the Depart-nt of Public Works, not included in any other class, the duties of ich relate to inspection, whether of work done, material furnished, other matters.

CLASS VII. *Janitor and Elevator Service:* All positions con-cted with the care and operation of public buildings.

CLASS VIII. *Library and Museum Service:* All positions con-cted with the administration of the Public Library and Public useum.

CLASS IX. *Bridge Tenders.*

CLASS X. *Service in the Nature of Police Service,* including the sitions of Harbor Master, Sanitary Inspectors, Park Police, Watch-n and other similar positions.

CLASS XI. *Superintendents or Foremen of Labor* officially desig-ted by those titles.

CLASS XII. *Miscellaneous Service:* All offices and places of ployment coming under the provisions of these rules, whatever the aracter and designation of the same may be, which are not included any of the foregoing classes or in the Labor Service.

SEC. 3. The classes of the OFFICIAL SERVICE shall be graded cording to the compensation as follows:

1st Grade—Compensation at the rate of less than $600 per year.
2nd Grade—Compensation at $600 or more, and less than $800.
3rd Grade—Compensation at $800 or more, and less than $1,000.
4th Grade—Compensation at $1,000 or more, and less than $1,200.
5th Grade—Compensation at $1,200 or more, and less than $1,500.
6th Grade—Compensation at $1,500 or more, and less than $1,800.
7th Grade—Compensation at $1,800 or more, and less than $2,100.
8th Grade—Compensation at $2,100 or more, and less than $2,500.
9th Grade—Compensation at $2,500 or more.

SEC. 4. The LABOR SERVICE shall include all common laborers d skilled laborers, or other employes, not included in the Official vice as above defined, in Sec. 2 of Rule II.

SEC. 5. CIVIL LISTS: Two lists, to be known as the Civil Lists he city shall be kept in the office of the Board.

One of them shall contain the name of every person employed in

and receiving compensation in the Official Service under the Civil Service rules, and shall be called "OFFICIAL CIVIL LIST."

The other shall contain the name of every person employed and receiving compensation in the Labor Service under Civil Service rules and shall be called "LABOR CIVIL LIST."

Besides the names of officers and employes, they shall exhibit the titles of their offices or positions; the compensation attached thereto, the application number, if appointed since the Civil Service act went into effect; the department or sub-department in which employed, the date or dates of certification; the date of appointment, if known; the last previous position, if any, filled in the City Service; the date of promotion or transfer, if promoted or transferred; to what position promoted or transferred, if any; the date of termination of employment, and the cause of termination of employment.

RULE III.

QUALIFICATIONS, APPLICATION AND REGISTRATION.

SECTION 1. Applicants for appointment in the service of the city must be citizens of the United States, of full age, and must have resided in the city not less than three years next preceding the date of their application.

Residence in territory annexed to the City of Milwaukee for three years immediately previous to such annexation and application shall be deemed equivalent to residence in said city, within the meaning of this rule.

SEC. 2. Every application must be in writing, signed by the applicant, and made under oath or affirmation before an officer authorized by law to administer oaths.

SEC. 3. Every application must be made in the form prescribed by the Board, at proper office hours.

SEC. 4. All applicants must furnish with their applications satisfactory proofs that they are persons of good moral character, of correct and orderly deportment, and of temperate and industrious habits.

SEC. 5. Every application must be accompanied by the certificates of not less than three reputable citizens of Milwaukee, freeholders therein, not holding any city, county or state office, each certifying that he has been personally acquainted with the applicant for at least three years last past, and believes him to be of good moral character, of

correct and orderly deportment, of temperate and industrious habits, and in all respects fit for the service he wishes to enter, and that such citizen is willing that his certificate shall be made public.

Additional certificates may be required in any case in the discretion of the Board.

SEC. 6. Any false statement knowingly made by any applicant in his application for admission to any examination, or made at his request or with his knowledge, in any certificate which may accompany his application, or any other fraudulent conduct, shall be regarded as good cause for excluding him from such examination or for removing his name from any register or eligible list.

SEC. 7. No application will be accepted from any person habitually using intoxicating liquors to excess, or from any person who has been convicted of any offense against the laws of this or any other state, or of the United States.

SEC. 8. Defective applications will be returned to applicants, if the defects are detected before registry, and an opportunity given them to correct the same.

SEC. 9. Whenever any application shows that the applicant is not qualified under these rules and regulations, such application will be rejected, and the applicant notified of the reason therefor.

SEC. 10. The date of the reception of each accepted application shall be endorsed thereon, the application filed in the office of the Board, and the name of the applicant entered upon an application register.

SEC. 11. CITIZENSHIP: The written statement of an applicant of legal age, upon his oath or affirmation, that he was born at a certain specified place in the United States;

Or that he served in the Union army or navy during the late war of the rebellion and was honorably discharged;

Or that his father became a full citizen while the applicant was a minor;

Shall be considered sufficient proof of his citizenship to make his application acceptable, unless circumstances cause doubts as to the truthfulness of such statement, or as to the facts involved, in which case additional proof may be required.

Naturalized citizens must produce for inspection by the Chief *Examiner their certificates* of naturalization.

SEC. 12. In case of loss of "citizen papers" or the "honorable discharge," by fire or otherwise, any one of the following proofs will be accepted, supplementing the affidavit of the applicant in question:

A. Certifications from the records of the court where the papers were originally issued, or of the War Department.

B. The affidavit of a citizen of the United States and freeholder of at least five years' residence in Milwaukee, to the effect that he knows the said applicant to have been in possession of his "second naturalization paper" at or about a certain time.

C. The affidavit of a citizen of the United States and freeholder of at least five years' residence, or the certificate of the clerk of any court of record under the seal of said court, to the effect that the said applicant has served as a juror in said court.

D. In the case of a Union Veteran, the affidavit of one of his comrades-in-arms that he knows him to have served in the United States army or navy and to have had an honorable discharge from that service.

SEC. 13. Satisfactory information at any time produced to the Board, either before or after examination, of the bad character or dissolute habits of any applicant, or of any criminal or disreputable act or conduct of such applicant, or of his dismissal for good cause from any branch of public service, shall be sufficient to exclude him from examination or to remove his name from any eligible list.

SEC. 14. Persons whose names have been stricken from any register or eligible list, shall not be permitted to make a new application within one year thereafter.

SEC. 15. The Board will make such regulations as they deem necessary to identify the registered applicants and to preserve a record of their conduct.

RULE IV.

EXAMINATIONS AND ELIGIBLE LISTS.

SECTION 1. The names of those whose applications have been received and filed will be admitted to examinations as hereinafter prescribed.

SEC. 2. Applicants who pass their examinations satisfactorily shall be registered in the eligible lists of their respective classes according to the rules.

SEC. 3. When an applicant having the necessary qualifications for the position sought, in the judgment of the Board, merits special recognition for extraordinary services rendered to the city, the State of Wisconsin or the United States, or for other sufficient reasons, the Board may advance his standing upon the eligible lists on the ground of character and experience. The reasons for such action shall be recorded in the proceedings.

SEC. 4. If an applicant on any eligible list is appointed to a temporary position, he shall resume his standing on the eligible list after the termination of the temporary employment.

SEC. 5. The names of applicants

Who, for sufficient reasons are not admitted to an examination, or

Who do not respond to a call for examination, or for correction of papers, or

Who report for examination, but do not complete the same, or

Who do not attain the required minimum rating at any examination,

Shall be stricken from the registers.

SEC. 6. If any applicant whose name is on the eligible list refuses or neglects to accept a place offered him upon proper appointment, his name shall be stricken from the said eligible list, unless he gives reasons satisfactory to the Board for continuing him on the list, notwithstanding such refusal.

SEC. 7. Eligible lists are to continue in force for one year from the date of their declaration, except as provided by Section 8.

SEC. 8. The Board may, at any time, by resolution, discontinue any eligible list, or continue any eligible list in force for a second year, or for a shorter or a longer period of time.

SEC. 9. The Secretary may from time to time require eligibles to declare whether they wish to have their names retained upon the respective eligible lists. If they answer in the negative or do not respond within ten days, their names shall be expunged therefrom.

SEC. 10. Any applicant whose name shall have been placed upon the proper eligible list, and who shall thereafter have been employed in the City Service under these rules and temporarily laid off or granted leave of absence, will not again be required to make application for employment, but his name shall remain upon the proper Civil List *until removed therefrom* by the Board for cause.

RULE V.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Except in cases hereinafter mentioned, whenever there is a vacancy to be filled in any position in the City Service subject to these rules, the appointing officer or board shall make written requisition in duplicate upon this Board, on the blank forms prescribed by the same, for the names of persons eligible for appointment to such position.

SEC. 2. In order to allow the appointing power a limited selection, the Chief Examiner shall, after receiving the requisition, certify the following number of names from the head of the pertinent eligible list:

For 1 or 2 appointments, 2 names more than the required number shall be certified.

For 3 or 4 appointments, 3 names more than the required number shall be certified.

For 5 to 7 appointments, 4 names more than the required number shall be certified.

For 8 to 11 appointments, 5 names more than the required number shall be certified.

For 12 to 16 appointments, 6 names more than the required number shall be certified.

For 17 to 30 appointments, 7 names more than the required number shall be certified.

For more than 30 appointments, approximately 1¼ times the number required shall be certified.

In case the requisition shall specify the female sex, persons of that sex may be certified; otherwise persons of the male sex alone will be certified.

SEC. 3. Whenever the Board is notified, in and by the requisition, that any position to be filled requires special skill and proficiency in a particular branch of industry, art or service, they may direct the Chief Examiner to certify the proper number of names of persons having the highest standing among those proficient in such special branch.

SEC. 4. The appointing officer or Board may select the required number of names from those certified to him.

In all cases where the names of such appointees are not the first of

the names certified, the officer or board making the appointments shall notify the Board in writing of the reason for such action.

SEC. 5. No appointment to any office, or place, subject to the provisions of Chapter 313 of the laws of 1895, and to the provisions of these rules, shall be made except in the manner required by these rules.

SEC. 6. Temporary exceptions may be made in cases of emergency where the public business would suffer otherwise from delay. No such appointment for an emergency shall continue for more than ten days, except with the express consent of the Board.

In every case the officer making such temporary appointment shall immediately report the same with a statement of the reason therefor, and of the time for which he deems such appointment necessary.

Such temporary appointment may be suspended by the Board, if, in its judgment, no satisfactory reason existed for making the same.

DIVISION B.

Special Rules for the Government of the Official Service.

RULE VI.

SPECIAL QUALIFICATIONS OF APPLICANTS.

SECTION 1. Where, in the opinion of the Board, special qualifications are required, and the appointing officer requests, in writing, that the examination for any position in the Official Service be open to persons who are not citizens or residents, or not of full age, the Board may grant such exceptions if it approves of the reasons given.

SEC. 2. When, in the judgment of the Board, the public service will be benefited thereby, examinations for positions in the Official Service may be open to persons of either sex who are 18 years of age and upwards, who otherwise possess the qualifications prescribed by *these rules.*

RULE VII.

APPLICATIONS.

SECTION 1. Application for admission to any examination in the Official Service may be made at proper office hours, subject, however, to the restriction that it must be filed with the Chief Examiner at least three days before the day fixed for the examination, and to other restrictions herein mentioned, or published by the Board from time to time.

SEC. 2. Each application must contain a statement under oath or affirmation, and in the applicant's own handwriting, showing the following facts:

(1.) Position for which application is made.

(2.) Full name, residence and postoffice address.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) In the case of Ward Superintendents and Assessors, period of residence in the ward.

(7.) Condition of health and physical capacity for the public service.

(8.) Previous employment in the public service.

(9.) Business or employment and residence for the previous five years.

(10.) Names, occupation and residence of all persons in whose employ the applicant has been during the next preceding five years.

(11.) Character and extent of applicant's education.

(12.) That the applicant is not in the habit of using intoxicating liquors to excess.

(13.) That he has not been convicted of any offense against the laws of this or any other State or of the United States.

(14.) Whether married or single, and, in the former case, the number and age of members of the family dependent upon his or her support.

(15.) Such other information as may reasonably be required touching applicant's fitness for the public service.

SEC. 3. Applicants for the positions of Ward Superintendents and Assessors must have been residents not less than six months in the ward in which their duties are to be performed.

SEC. 4. No application for the position of bridge tender shall be received from any man who is less than thirty years nor more than fifty-five years of age.

SEC. 5. The Chief Examiner will give to each applicant, by mail, at least two days' previous notice of the time and place of examination.

Applicants must produce this notice at the place of examination, where it will be taken up by the Chief Examiner or other person in charge of the examination.

SEC. 6. Applicants for the position of park policeman must not be less than twenty-four nor more than forty years of age, nor less than five feet seven and one-half inches in height, nor less than one hundred and fifty pounds in weight.

SEC. 7. Applicants for the position of sanitary inspector and the position of milk inspector must not be less than twenty-one nor more than forty years of age, nor less than five feet six inches in height, nor less than one hundred and forty-five pounds in weight.

RULE VIII.

EXAMINATIONS.

SECTION 1. Examinations for the OFFICIAL SERVICE shall be open to all persons possessing the qualifications required by law and by these rules to entitle them to the same, and who have made due application in the form required by these rules.

SEC. 2. Examinations shall be held at such times and places as the Board shall from time to time designate.

SEC. 3. No visitors shall be admitted during examinations, except by special permission of the Chief Examiner or the Board.

SEC. 4. The subjects of examination shall be designated from time to time by the Board.

SEC. 5. The relative weight to be attached to each subject at each examination shall have regard to the importance of such a subject as a test of fitness for the particular position to which such examination relates.

SEC. 6. No person shall be entitled to a place upon an eligible list whose average standing upon a just grading in the examination, taking into consideration the relative weight given to the different subjects covered by the examination and to character and experience, shall be less than seventy-five per cent. of complete proficiency.

SEC. 7. The examinations shall be carried on under the supervision of the Chief Examiner, and shall be conducted by him personally whenever practicable.

SEC. 8. In any case where technical or special knowledge or skill is required as a qualification for the position sought, the Board may designate any suitable person or persons possessing the necessary qualifications to conduct or assist in such examination.

SEC. 9. An applicant whose name is on an eligible list may take a new examination for the same position before or after his term of eligibility has expired.

SEC. 10. Every applicant present at any examination shall conform to the following instructions:

(1.) Sign your full name upon the identification sheet (Form 4), place it in the small, blue identification envelope, and seal immediately.

(2.) Do not write your name anywhere else while in the examination room.

(3.) Write your answers to Division I on the paper marked Division I, those to Division II on the paper marked Division II, etc.

(4.) Do not copy the questions on the answer sheets.

(5.) Mark each answer with the same number or letter by which the corresponding question is marked on the question sheet.

(6.) Give all calculations in full. Do not use odd paper to multiply or divide, but write all the figures that you have to use on the answer sheet. Should you detect mistakes in your figuring, cross out the wrong work and commence once more. A mistake corrected will not lower your standing.

(7.) Do not write beyond the red line on the right. This space is needed for the marking of your answers.

(8.) No applicant is permitted during any examination, in any manner whatever, to give assistance to any other applicant, or to receive assistance from any person whatever, or to communicate with any person or to leave the room without a guard provided by the Chief Examiner or his assistant.

(9.) A violation of these rules or instructions may exclude the offender from the examination and from all registers of the City Service Department.

SEC. 11. The papers of each applicant shall be marked and graded under his examination number.

SEC. 12. The identification envelope shall not be opened unless by special direction of the Board or its President, until such marking and grading have been passed upon by the Board.

After the grading is finished, the envelopes shall be opened for the purpose of ascertaining the names of the successful applicants and determining their positions upon the proper eligible list.

Whenever in the opinion of the President, it is necessary to obtain further information regarding the character, experience or other antecedents and qualifications of the competitors, or any one of them, before the Board meets to determine the final grading, he may authorize the Chief Examiner to open the identification envelopes for the purposes of obtaining the needed addresses and references.

SEC. 13. The examination and marking of every applicant examined shall be open to inspection by such applicant.

SEC. 14. The examination papers with marking and final rating of any applicant certified for appointment may be exhibited to the respective appointing officer at the office of this Board and in the presence of the Chief Examiner.

RULE IX.

ELIGIBLE LISTS.

SECTION 1. The names of those applicants who have attained a standing of seventy-five per cent. and over at any examination shall be placed in the order of their relative standing upon a register called "eligible list."

SEC. 2. The Board may consolidate two or more eligible lists of the same kind by rearranging all the eligibles named therein according to their standing.

SEC. 3. When an applicant has been appointed to a position in the official service, his name shall be stricken from that eligible list from which he was certified.

SEC. 4. An applicant registered in any eligible list, whose appointment is rejected by the appointing officer or board, for reasons reported to the Board, may be retained on said list, unless he or she shall be thus rejected three times.

Such repeated rejection shall be sufficient cause for removing the name of such person from the eligible list.

RULE X.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Whenever an appointing board or officer shall make a requisition upon this Board for names of eligibles for appointment, the Chief Examiner shall certify to such board or officer for the vacancy or vacancies to be filled, as many names of persons highest in standing upon the proper eligible list in the order of such standing, as fixed by Rule V.

SEC. 2. In case any office or employment requires such special qualifications that the Board is unable to comply with the requisition made with a view to an appointment to that office, they may in their discretion allow a provisional appointment to be made, subject to their approval, and to continue in force only until a proper eligible list can be obtained by examination, or until further action by the Board.

In other cases, if there be no eligible list, and a prompt appointment be required, the Board may authorize the appointing officer to select a suitable person possessing the general qualifications required of all applicants. Such person shall be subjected by the Board to a non-competitive examination, and if found qualified shall be certified for appointment.

Whenever practicable, however, a competitive examination of applicants shall be held for every office.

RULE XI.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person holding a position in the Official Service may be transferred to another position of the same class and grade, in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such transfer shall be desirable.

SEC. 2. Any person holding a position in the Official Service may be promoted to a higher grade of the same or a similar class, in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such promotion shall be for the best interest of the service.

SEC. 3. All transfers and promotions shall be subject to approval by the Board.

RULE XII.

INSPECTORS OF WORK DONE UNDER CONTRACT.

SECTION 1. No applicant shall be certified for the position of inspector of any work to be done under contract who is not a practical and experienced workman in the branch of work over which he seeks to be made an inspector.

SEC. 2. In the case of applicants who have heretofore been employed by the city in such positions, the head of the department under which such former employment was had will be called upon for full reports as to the past record of such applicants for faithfulness, competency and efficiency, and such reports shall be made in writing. Great weight will be given to such reports.

SEC. 3. Any applicant for the position of inspector of work to be done under contract, whose name shall have been placed on the proper eligible list, and who shall thereafter have received an appointment to such a position, will not again be required to make an application to the Board of City Service Commissioners; but his name shall remain upon the proper eligible list until removed therefrom by the Board for cause.

SEC. 4. Whenever any new public work is to be commenced, the inspector having the highest standing among the unemployed individuals of the eligible list of his class shall have preference, and each one shall at all times be reassigned to work in the order of his rating.

SEC. 5. But if not appointed to such position, no applicant's name shall be retained upon such eligible list for more than one year, unless he shall so request in writing and his request granted by the Board.

In case he so request, his name may be continued upon such eligible list, at the discretion of the Board, for a second year, or a shorter period of time, subject, however, to be removed therefrom at any time for cause in accordance with these rules.

DIVISION C.

Special Rules for the Government of the Labor Service.

RULE XIII.

QUALIFICATIONS OF APPLICANTS.

SECTION 1. On the written request of an appointing officer or board in any department, the Board may direct that employment in any designated branch of the Labor Service in such department shall be open to minors, not, however, less than fifteen years of age.

SEC. 2. Skilled mechanics must have served not less than four years as journeymen at their respective trades.

RULE XIV.

APPLICATIONS.

SECTION 1. When the applications for work in any branch of the Labor Service are, in the opinion of the Board, sufficient in number to meet all probable demands for a period of six months or more, registration in that branch shall be suspended until again ordered by the Board.

SEC. 2. Each application shall show the following facts:

(1.) That the applicant desires employment in the Labor Service of the city. If the applicant is a skilled laborer, he will specify in what particular line of work he desires to be employed, and any important specialty of his trade in which he excels.

(2.) The full name, residence and postoffice address of the applicant.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) Period of residence in the ward in which the applicant resides.

(7.) Condition of health and physical capacity for the public service.

(8.) What, if any, employment in the public service the applicant has had.

(9.) The business or employment and the residence of the applicant for the previous five years.

(10.) The name, occupation and address of the applicant's present employer, and the name, occupation and address of the applicant's last employer, the position he held and the reason why he left this position.

(11.) The character and extent of the applicant's education.

(12.) Whether the application is in the applicant's own handwriting.

(13.) If not, the name of the person who wrote it for him.

(14.) That the applicant is not in the habit of using intoxicating liquors to excess.

(15.) That he has not been convicted of any crime against the laws of this or any other state or of the United States.

(16.) Whether married or single, and in the former case, number and age of members of the family dependent upon his or her support.

(17.) Such information as may be required by the Board touching the applicant's fitness for the public service.

SEC. 3. If the applicant is not able to sign his name, he may sign his mark, which must in that case be witnessed by the person who filled out the application for him.

SEC. 4. For any service other than common laborer the applicant will be required to produce a certificate from some competent person, or persons, in the same trade or occupation, of the applicant's ability to do the special kind of work in which he desires to be employed.

RULE XV.

EXAMINATIONS.

SECTION 1. Upon the return of the application blank properly filled out and signed by the applicant with his name or mark, together with the required certificates as to character, sobriety, industry and fitness, duly filled out and executed, the Chief Examiner will number the application in the order of its receipt, and either examine the applicant forthwith, or notify the applicant of the time and place of his examination.

SEC. 2. At the time and place so specified, the members of the Board, the Chief Examiner, or such persons as may be selected by the Board, shall in such manner as the Board may prescribe, make inquiry

regarding the age, residence, citizenship, character, physical condition, family, means, schooling, previous occupation, experience and skill of each applicant, and ascertain and determine whether he is qualified for the employment sought.

SEC. 3. No educational test will be required for common laborers.

SEC. 4. Before entering the name of any applicant on the eligible list, such further inquiry may be made in regard to his character and capacity as the Board may deem practicable and expedient.

SEC. 5. Each applicant shall receive a marking and credit based upon the qualifications shown by his examination and by the evidence presented of his character and fitness for the employment sought.

RULE XVI.

REGISTRATION AND ELIGIBLE LISTS.

SECTION 1. Registers shall be kept in the office of the Board for each trade and the different branches of labor in the City Service.

SEC. 2. Applicants for common or skilled labor who have been found by the Board to be qualified for the employment sought shall be entered upon the appropriate eligible lists in the order of rating fixed by the Board.

Those of the same class having equal rating shall be arranged as nearly as may be in the order of the dates of their examination.

SEC. 3. Excellence in any specialty of any class of labor or trade shall be indicated in the pertinent registers and eligible lists opposite the names of the applicants.

SEC. 4. An applicant registered in any eligible list of the Labor Service, whose appointment is rejected by the appointing officer or board, may be retained on said list, unless thus rejected by the appointing power twice.

SEC. 5. When the eligible list of any ward is exhausted, the certifications may be made from the eligible lists of other wards.

RULE XVII.

REQUISITION, CERTIFICATION AND EMPLOYMENT.

SECTION 1. When the services of laborers are required, the appointing officer or board shall notify the Board, stating the number needed, and the particular kind of labor for which they are needed, with the compensation.

SEC. 2. The Board shall thereupon certify to the appointing officer or board the names and residences of the number of men called for, and as many more as required by Section 2 of Rule V.

SEC. 3. In the case of unskilled labor to be performed under the supervision of the Ward Superintendents, the names certified shall be those of persons who have been for six months next preceding residents of the ward in which the labor is to be performed.

RULE XVIII.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person employed in any department of the Labor Service may be transferred to similar work in any other department of the Labor Service, or promoted to similar work in any other department of the Labor Service or to similar work in the Official Service in the same department, subject to the approval of the Board.

SEC. 2. Immediate notice of such transfer or promotion shall be given to the Board by the head of the department to which the employe is transferred, and such change, if approved by the Board, shall be certified to the Comptroller.

SEC. 3. Common and skilled laborers employed in any subdivision of public work which is divided into districts, and whose work requires special training, as in the sewerage sub-departments, water works and park service, may be entered in the Civil List under the general heading for such subdivision, with the needed sub-headings for each district; and they may be transferred in their respective sub-divisions from one district to another and re-transferred without formal notice to this Board from the appointing power.

This rule does not apply to the common laborers under Ward Superintendents.

EXHIBIT B

REPORT

OF THE

Chief Examiner and Secretary

TO THE

BOARD OF CITY SERVICE COMMISSIONERS

OF THE

CITY OF MILWAUKEE

JANUARY 1, 1909.

REPORT

OF THE

CHIEF EXAMINER AND SECRETARY.

MILWAUKEE, WIS., March 15, 1909.

To the Honorable the Board of City Service Commissioners.

GENTLEMEN: In compliance with the requirements of the Civil Service Law I have the honor to submit to your honorable body the fourteenth annual report of this department for the fiscal year from January 1 to December 31, 1908.

The Civil Service Commission has this year held nineteen competitive and four non-competitive examinations for twenty-four different classes of the official service. Five hundred seventy-nine applicants were summoned by mail for competitive examination; four hundred sixty, or seventy-nine per cent., appeared; four hundred thirty-two, or ninety-four per cent., of those who appeared, finished the examination; two hundred fifty-eight passed the examination, which is equal to fifty-six per cent. of those who appeared, and sixty per cent. of those who finished the examination.

The Civil Service Board held twelve regular and six special meetings, not mentioning several short conferences.

On the 13th day of July, 1908, Commissioner Irving B. Cary, being obliged to leave the city for business reasons, resigned, and Mr. August Dietrich was appointed by his honor, the Mayor, to fill the vacancy. Mr. Dietrich duly qualified as Civil Service Commissioner, and assumed his duties as such on the 30th day of July, 1908.

By the resignation of Commissioner Cary the merit system in this city lost a sincere friend, devoted adherent and true promoter. During his entire term of office, Commissioner Cary always and on all occasions acted fairly and honestly, with the aim in view to carry out the letter and the spirit of the law.

Upon the expiration of the term of Commissioner W. W. McIntyre, *in July last, he was* again re-appointed by his honor, the Mayor, for

another term of four years, and qualified, and entered upon the duties of his new commission on the 30th day of July, 1908.

At a regular meeting of the Board, held on the 30th day of July, 1908, upon motion of Commissioner W. W. McIntyre, then president of the Board, Commissioner Fred. A. Landeck was unanimously elected president of the Board, and John J. Vlach was re-elected chief examiner and secretary for the ensuing year.

I take pleasure to report that all the departments of the city government, with the exception of one, faithfully complied with the rules and regulations of the Civil Service and never tried to evade the law neither did they endeavor to take undue advantage of the present defect in the law. If at any time, therefore, the spirit of the law has been violated by an appointing officer, it was because the law in that particular is defective and faulty, and the Civil Service Board is powerless to prevent it. Be it said to the credit of the Civil Service Commissioners that at every session of the State Legislature for the last six years they have repeatedly tried to have the civil service law so amended that all persons in the public service, who gained their places by competitive tests, should not be at the mercy of an unscrupulous appointing officer, who, as the law now stands, can discharge anyone and everyone at pleasure in his respective department, and the Board is powerless to prevent it. But the Board failed each time to have the proposed amendments enacted. Not in the least discouraged, the Commissioners will again make an effort to have the amendments enacted into law by the State Legislature now in session.

The civil service movement is rapidly spreading and is gaining adherents all over the United States. Many politicians who not long ago were its inveterate enemies and were condemning the merit system, are today its warmest friends and advocates. It is well and truly said that the politician has found much of benefit to him in civil service. It frequently saves him much embarrassment in the settling of rival claims for an office, by practically deciding the matter for him. He has come to realize more and more what a beneficent factor the civil service is, and therefore looks with more favor than formerly upon the same. Then, too, good government is getting to be the fashion. It is rapidly becoming popular. The party which gives the people a clean, honest, economical government is most likely to meet with popular favor when

it again asks support. "He serves his party best, who serves the people well," has become a political axiom. And since good government can only come through good, competent and efficient public service, the politician has found that he must put good and competent men into public office. In this the civil service is his valuable alley, selecting for him the wheat from the chaff, and the sheep from the goats. In my judgment the time is near when every appointive position in the United States will be filled and placed under the jurisdiction of the merit system. Then, and only then, will the people be served properly, honestly, efficiently and economically. The high importance of the civil service is today recognized and acknowledged by all unselfish patriotic men, irrespective of party. It is to be admitted that some of the civil service laws and regulations are not without flaws, faults and defects, but it must be borne in mind that no movement of any importance in the history of man was ever perfect and faultless from its inception, but that the same must have been the subject of improvements, amendments and corrections in due course of time. So the merit system.

In conclusion I take the liberty to recommend to your honorable body the following:

First. That an age limit be established in the labor service, so that a man who is of certain age and unable to perform manual labor would be barred from filing his application in this office. The rule now in force permits any man, no matter whether he is absolutely and totally unfit and incapacitated for manual labor, no matter how light or of whatever nature the work may be, to file his application, and it must be accepted and placed on our files. And when thereafter such a man is certified and required to perform hard manual work, he is unable to do so.

Second. That an age limit also be established for bridge tenders. And further, that all applicants for said position be subjected to a physical examination as to their general health, and especially as to their sight and hearing. It seems to me that if such a rule would have been in operation in the past, the many accidents that happened on the river for the last few years would not have occurred. If your honorable body should enact such a rule as suggested, I would most respectfully recommend that the bridge tenders now in office should be exempt from the operation of such rule, but that all future applicants for the position of bridge tender should be compelled to comply with the measure before being permitted to participate in the examination for said position.

FINANCIAL STATEMENT FOR THE YEAR.

From January 1 to December 31, 1908.

CITY CIVIL SERVICE FUND:		
Appropriation for 1908	$4,500.00	
Total balance, City Treasurer's office Dec. 31, 1907	616.63	
DISBURSEMENTS:		
Printing annual report and copies of rules and laws		$156.77
Printing and stationery		300.25
Advertising examinations		167.57
Office fixtures and furniture		82.15
Postage		90.00
Expert work on examinations		69.88
Newspaper subscriptions		13.78
New books for office		32.00
Special expenses		46.00
Salaries		3,389.92
Balance on hand January 1, 1909		768.31
	$5,116.63	$5,116.63

STATISTICS OF APPLICANTS FOR THE OFFICIAL SERVICE.

January 1 to December 31, 1908, inclusive.

A.	Total number of applicants	737
B.	Dropped for non-appearance and other reasons	146
C.	Examined during the above period	460
D.	Not yet examined, awaiting examination	306
E.	Married	448
F.	Single	289
G.	Native born	589
H.	Foreign born	148
I.	Veterans	5
J.	Women	41
K.	Average age	33.5 years

NATIVITY OF 737 OFFICIAL APPLICANTS.

NATIVE BORN.

Milwaukee	331	Iowa	3
Wisconsin exclusive Mil.)	145	California	2
New York	28	Missouri	2
Michigan	20	Nebraska	2
Illinois	18	Connecticut	1
Pennsylvania	8	Louisiana	1
Massachusetts	6	Mississippi	1
Ohio	6	South Dakota	1
New Jersey	4	Texas	1
Minnesota	3	Vermont	1
Indiana	3	Washington	1
			588

About 80%Native Born.

FOREIGN BORN.

Germany	78	Scotland	3
Poland	17	Canada	2
Austria-Hungary	12	Holland	2
Bohemia	7	British Guiana	1
Ireland	7	Italy	1
England	5	Netherlands	1
Switzerland	4	Roumania	1
Denmark	3	Russia	1
Norway	3	Syria	1
			149

About 20% Foreign Born.

(In giving percentages in statistical tables, fractions are omitted.)

RESIDENCE IN UNITED STATES.

No. of Applicants.	Years.	No. of Applicants.	Years.
10	6 to 10	66	41 to 45
11	11 to 15	30	46 to 50
72	16 to 20	22	51 to 55
169	21 to 25	14	56 to 60
136	26 to 30	3	61 to 65
94	31 to 35	2	66 to 70
107	36 to 40	1	71 to 75
		737	

AGE OF APPLICANTS.

No. of Applicants.	Years.	No. of Applicants.	Years.
1	11 to 15	40	46 to 50
51	16 to 20	34	51 to 55
158	21 to 25	22	56 to 60
118	26 to 30	7	61 to 65
110	31 to 35	6	66 to 70
96	36 to 40	1	71 to 75
83	41 to 45		
		737	

EXAMINATIONS FOR THE OFFICIAL SERVICE
During the Year 1908.

Date of Examination	Position Sought.	Applicants invited to appear.	Applicants appeared.	Did not finish	Finished.	Highest Rating.	Lowest Rating.	Failed.	Passed.
1908.	**Competitive.**								
Feb. 27.....	Tax Assessor.....	27	22	..	22	98.874	54.062	8	14
Mch. 23.....	Messenger	6	6	..	6	97.050	60.500	1	5
Apr. 16.....	Milk Inspector.....	0	38	2	36	89.700	40.900	23	13
May 14.....	Gardener	1	1	..	1	54.600	54.600	1	...
May 14.....	Chainman	27	23	4	19	99.033	4 .700	7	12
May 21.....	Municipal Reference Librarian	20	16	.	16	88.066	55.250	8	8
May 21.....	Engineer Steam Road Roller	3	3	..	3	92.200	90.300	...	3
May 28.....	Bridge Tender.....	91	78	5	73	95.750	21.100	49	24
June 4 & 11..	Meter Reader.....	1[illegible]1	134	9	25	96.000	23.900	42	83
June 18....	Elevator Inspector	16	14	..	14	92.850	52.300	3	11
June 18.....	Ward Superintendent.....	24	24	2	22	91.640	46.950	6	16
June 25.....	High Grade Clerk.....	36	20	..	20	97.316	6[illegible].500	5	15
June 25.....	Inspector of Street and Sidewalk Work.....	43	30	4	26	93.133	23.250	15	11
July 2.....	Library Assistant.....	6	6	1	5	93.250	77.300	...	5
July 2.....	Assistant Plumbing Inspector	8	7	..	7	91.760	60.680	2	5
July 30.....	Chief and Assistant Chief Meat Inspector.....	5	4	.	4	89.875	56.600	2	2
Oct. 16 & 17..	Clerk-Stenographer-Typewriter	33	26	1	25	93.761	70.824	[illegible]	19
Nov. 19.....	Assistant Inspector of Buildings	5	3	..	3	91 250	63.292	1	2
Nov. 19.....	Assistant Superintendent of Sewers	5	5	..	5	95.220	79.830	..	5
		579	460	28	432	99.033	21.100	74	258
	Non-Competitive.								
Apr. 10.....	Clerk								
Sept. 30.....	Lecturer and Assistant at Public Museum.....								
Nov. 10.....	Assistant Draughtsman....								
Nov. 12.....	Lecturer at Public Museum..								

PERCENTAGES ATTAINED BY APPLICANTS WHO FINISHED THE EXAMINATION, EXCLUSIVE APPLICANTS FOR NON-COMPETITIVE EXAMINATION.

11 applicants attained..... 95 to 100%
42 applicants attained..... 90 to 95%
74 applicants attained..... 85 to 90%
73 applicants attained..... 80 to 85%
58 applicants attained..... 75 to 80%
174 applicants attained less than..... 75%

During the year 1908, 579 applicants were called by mail for competitive examination; 460, or 79%, appeared; 432, or 94%, of those who appeared, finished the examination; 258 passed the examination successfully, which is equal to 45% of those called, 56% of those who appeared, and 60% of those who finished the examination.

NATIVITY OF OFFICIAL ELIGIBLES.

December 31, 1908.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	165	Germany	31
Wisconsin (exclusive Mil.)	72	Bohemia	4
Illinois	8	England	4
Pennsylvania	7	Austria-Hungary	3
Michigan	5	Poland	2
New York	3	British Guiana	1
Ohio	3	Denmark	1
California	1	Holland	1
Iowa	1	Ireland	1
Kansas	1	Scotland	1
Nebraska	1	Sweden	1
Texas	1	Switzerland	1
Washington	1		51
	269		

Total, 320.

84% Native Born. 16% Foreign Born.

LIST OF OFFICIAL POSITIONS

ıich Competitive Examinations Have Been Held During Past Years.

.ogist.
d Pipe Sewer Inspector.
uperintendent.
ender.
n.

d Assistant Chief Meat
tor.
nograprer-Typewriter.
irst grade.
econd grade.
igh grade.
sman and Assistant
ıtsman.
Inspector.
Operator.
of Steam Road Roller.
of Stationary Engines.
alyst.
rain Inspector.
r and Assistant Inspector of
ıgs.
r of Bridge Construction.
r of Pipe Sewers.
endent and Assistant Super-
ent of Sewers.

Janitor.
Library Assistant.
Library Page.
Matron City Hospitals.
Meat Inspector.
Mechanical Engineer and Assistant Mechanical Engineer.
Messenger.
Meter Reader.
Milk Inspector.
Museum Attendant.
Oiler.
Park Conservatory Foreman.
Park Police.
Plumbing Inspector and Assistant Plumbing Inspector.
Registrar of Vital Statistics.
Sanitary Inspector.
Street and Sidewalk Inspector.
Superintendent and Assistant Superintendent of Natatoria.
Superintendent of School Buildings.
Tax Assessor.
Tunnel Inspector.
Ward Superintendent.
Watchman.

Besides the general requirements of citizenship, age and residence in the City of Milwaukee, mentioned in the rules, the following are some of the special requirements demanded during the past years for the various positions, which requirements are subject to change:

BACTERIOLOGIST.—Applicants must be graduates from a recognized medical college and possess a license for the State of Wisconsin; they must have had experience in bacteriological work at least one year, must be able to make all bacteriological examinations of milk, water, foodstuffs, etc., and must be able to conduct inoculation experiments and be fully conversant with all methods used in bacteriological work.

BRICK AND PIPE SEWER INSPECTOR.—Practical and theoretical knowledge of brick and pipe sewer work, experience and sufficient general education and intelligence.

BRIDGE SUPERINTENDENT.—Applicants should be mechanics well acquainted with the construction and repairing of bridges, and have the intelligence and executive ability to control all bridge tenders, carpenters and other workmen. Experience in matters of navigation desired.

BRIDGE TENDER.—Age at least thirty years; common school education; experience in similar work; ability to manage such electric motors as are used for bridges.

CHAINMAN.—Knowledge of the elements of geometry and mensuration; good education.

CHEMIST.—Applicants must be graduates of a regularly incorporated scientific college of good standing, must have done major work in the subject of chemistry, must have full knowledge of analytical methods, quantitative and qualitative, in organic and inorganic chemistry, and must have special knowledge in methods of food analysis, particularly of milk and water.

CHIEF MEAT INSPECTOR AND ASSISTANT CHIEF MEAT INSPECTOR.—Graduation from a regularly incorporated college of veterinary surgery, and experience in judging and examining live stock.

CLERK-STENOGRAPHER-TYPEWRITER.—Proficiency in stenography; commercial arithmetic; good English.

CLERK—FIRST GRADE, SECOND GRADE AND HIGH GRADE.—Good handwriting; reliability in arithmetic; correct English and general intelligence in proportion to the grade of clerkship.

DRAUGHTSMAN AND ASSISTANT DRAUGHTSMAN.—Elements of

geometry and mensuration, and accuracy in platting according to surveyor's notes.

ELEVATOR INSPECTOR.—Applicants must possess expert knowledge of buildings, plans and specifications, electricity and machinery and its appliances, especially as appertains to elevators; they must also be competent mathematicians and have practical knowledge of everything in connection with the erection and construction of elevators, hoists, lifts, cranes and lifting devices of every nature and description.

ELEVATOR OPERATOR.—Sufficient school education and some familiarity with similar work.

ENGINEER OF STEAM ROAD ROLLER.—Applicants must be practical machinists and steam engineers.

FIREMAN OF STATIONARY ENGINES.—Familiarity with machinery and machinist's work, experience as a fireman and ability to do hard work.

FOOD ANALYST.—Thorough knowledge of bacteriology and chemistry, and a medical diploma issued by a recognized college.

GARDENER.—Common school education and experience in treating plants grown in the city parks and their greenhouses.

HOUSE DRAIN INSPECTOR.—Practical knowledge of drains and sewers; common school education.

INSPECTOR AND ASSISTANT INSPECTOR OF BUILDINGS.—Applicants must be familiar with the building laws and be competent builders and architects.

INSPECTOR OF BRIDGE CONSTRUCTION.—Familiarity with structural iron and steel work.

INSPECTOR OF PIPE SEWERS.—See Brick and Pipe Sewer Inspector.

SUPERINTENDENT AND ASSISTANT SUPERINTENDENT OF SEWERS.—Practical and theoretical knowledge of brick and pipe sewer work, sufficient general education and intelligence.

JANITOR.—Experience in attending to the proper cleaning of school rooms, in attending to boilers and other heating apparatus and gas engines; common school education.

LIBRARY ASSISTANT.—Education equivalent to a four years' course in the city high schools; good knowledge in literature. Some of the subjects have been: Algebra, geometry, history (ancient and modern), physiology, physics, physical geography, and literature.

LIBRARY PAGE.—Education equal to that of a graduate of the eighth grade of the city schools.

MATRON, CITY HOSPITALS.—Candidates must have the requisite training and experience in the profession of nursing the sick and be able to take charge of a hospital and its subordinate employes.

MEAT INSPECTOR.—Common school education; knowledge and practice in the slaughtering of animals; experience in treating meat and meat products; a thorough acquaintance with the best methods of detecting diseased and tainted meat in bulk or chopped and mixed; knowledge and experience in packing and preserving meats, and in the best methods of investigating the same.

MECHANICAL ENGINEER AND ASSISTANT MECHANICAL ENGINEER.—Sufficient experience as practical machinists, and technical knowledge.

MESSENGER.—Applicants must have a good common school education, know the localities of prominent buildings and streets and be able to ride a bicycle.

METER READER.—Clear, legible handwriting, good eyesight, and a good general education.

MILK INSPECTOR.—Age not less than 21 nor more than 40 years; height not less than five feet six inches; weight not less than 145 pounds; good general education, and familiarity with sanitary conditions in general and especially regarding the handling of milk.

MUSEUM ATTENDANT.—General education at least equal to that required for graduation from the eighth grade of the city public schools; some acquaintance with the common forms and systematic arrangements of all divisions of natural history. Some of the subjects given in the past have been: General technical questions, botany, mineralogy, geology, natural history, zoology.

OILER.—Some familiarity with machines and machinist's work.

PARK CONSERVATORY FOREMAN.—Applicants must be practical horticulturists and have experience in directing the cultivation of ornamental plants.

PARK POLICE.—Applicants must not be less than 24 nor more than 40 years of age, nor less than five feet seven and one-half inches in height, nor less than 150 pounds in weight. They must have necessary intelligence, be able to speak the English language understandingly and be well acquainted with the topography of the city parks.

PLUMBING INSPECTOR AND ASSISTANT PLUMBING INSPECTOR.—Candidates must be practical plumbers, acquainted with the principles of sanitation, and must possess qualifications equal to those required of a master plumber.

REGISTRAR OF VITAL STATISTICS.—Must be a licensed physician of good standing, and have knowledge of vital statistics.

SANITARY INSPECTOR.—Age not less than 21 nor more than 40 years; height not less than five feet six inches, and weight not less than 145 pounds; good general education; practical knowledge of sanitation and plumbing, and acquaintance with the topography of the city of Milwaukee.

STREET AND SIDEWALK INSPECTOR. — Common school education; practice and knowledge of all materials used in the construction of streets, sidewalks and alleys; ability to read and understand specifications.

SUPERINTENDENT AND ASSISTANT SUPERINTENDENT OF NATATORIA.—Besides a general education, applicants must be good swimmers and divers.

SUPERINTENDENT OF SCHOOL BUILDINGS.—Candidates must be familiar with the building laws and be practical and competent builders and architects, and must have a thorough knowledge of the construction and repairs of school buildings.

TAX ASSESSOR.—Six months' residence in the respective ward; commercial arithmetic; clear handwriting; experience in valuing and describing real property; good general education.

TUNNEL INSPECTOR.—Applicanas must be brick masons, who shall have worked not less than three years at their trade, and who also have experience in laying brick in sewers and tunnels, and they must have sufficient general education and intelligence.

WARD SUPERINTENDENT.—Six months' residence in the respective ward; acquaintance with the public works of the respective wards, and ability to assess and correctly describe property, practice and experience in all kinds of street and ward work, and executive ability to take charge of a force of men.

WATCHMAN.—General intelligence, acquaintance with the location of streets of this city.

APPOINTMENTS IN THE OFFICIAL SERVICE

During the Year 1908.

To Take Effect.	Name.	Position.
1908.	BUILDING INSPECTOR'S DEPARTMENT.	
Mch. 19....	Joseph K. Caldwell.....	Clerk.
Aug. 17....	Philip Stoeferle.....	Elevator Inspector.
Aug. 17....	Otto Fischer.....	Elevator Inspector.
	CITY CLERK'S DEPARTMENT.	
Sept. 15....	Emil F. Allee.....	Clerk.
	CITY ENGINEER'S DEPARTMENT.	
Feb. 1....	Ernst H. Hirschman.....	Chainman.
May 1....	Henry R. Palmer.....	Chainman.
June 11....	Albert Riemenschneider...	Chainman.
June 11....	Hilbert C. Wallber.....	Chainman.
Aug. 17....	Clarence S. Gruetsmacher.	Chainman.
Aug. 20....	Edward Wettig.....	Assistant Plumbing Inspector.
Dec. 1....	George Cloos.....	Assistant Draughtsman.
	(Water Subdepartment.)	
Feb. 1....	Odie W. Stanton.....	Fireman Stationary Engines.
July 2....	Oscar J. Doepke.....	Fireman Stationary Engines.
July 6....	Grant McKowen.....	Fireman Stationary Engines.
June 19....	Michael L. Kienits, Jr....	Watchman Reservoir Park.
	(Meter and Distribution Subdepartment.)	
Apr. 1....	Wm. J. McIntyre.....	Messenger.
	COMPTROLLER'S DEPARTMENT.	
Apr. 15....	Peter F. Piasecki.....	Clerk.
Aug. 14....	Arthur G. Czerwinski.....	Clerk.
	HEALTH DEPARTMENT.	
June 1....	Chas. J. Steffen.....	Milk Inspector.
June 1....	Jacob A. Seibert.....	Milk Inspector.
June 1....	Aug. H. Bengs.....	Sanitary Inspector.
Nov. 1....	Harvey P. Clute.....	Chief Meat Inspector.
Nov. 1....	Edw. Ortmann.....	Meat Inspector.
	PARK DEPARTMENT.	
June 1....	Fred Wittig, Jr.....	Park Police Washington Park.
June 8....	Wm. F. Hinz.....	Park Police Mitchell Park.

POINTMENTS IN THE OFFICIAL SERVICE—Continued.

During the Year 1908.

TAKE FFECT.	NAME.	POSITION.
1908.	PUBLIC LIBRARY DEPARTMENT.	
. 9....	Hazel G. Stewart.....	Substitute Assistant.
. 9....	Helen B. Spence.....	Substitute Assistant.
. 9....	Matilda A. Stuckert...	Substitute Assistant.
. 18....	Helen C. Brenk.....	Substitute Assistant.
. 18....	Margaret M. Meagher..	Substitute Assistant.
. 29....	Marion C. Baker.....	Substitute Assistant.
. 4....	Martha H. Devitt.....	Substitute Assistant.
. 4....	Anna M. Allee.....	Substitute Assistant.
	PUBLIC MUSEUM DEPARTMENT.	
. 8....	A. L. Seidenschwartz...	Messenger.
1....	Alfred C. Burrill.....	Lecturer.
. 1....	Anton C. Katze-Miller..	Lecturer.
	PUBLIC LIBRARY AND MUSEUM (Jointly.)	
. 28....	Oscar T. Logan.....	Fireman Stationary Engines.
	PUBLIC WORKS DEPARTMENT.	
. 1....	James Curley.....	Bridge Tender, Sixth St. Bridge.
. 13....	Joseph Nowak.....	Bridge Tender, Holton St. Bridge.
. 13....	Daniel Ennis.....	Bridge Tender, Buffalo St. Bridge.
21....	Wm. G. Johnston.....	Bridge Tender, Buffalo St. Bridge.
. 13....	Martin F. B. Schmidt..	Bridge Tender, Sixteenth St. Bridge.
7....	Chas. J. Daas.....	Bridge Tender, Sixteenth St. Bridge.
. 15....	Martin J. Malone.....	Bridge Tender, Broadway Bridge.
. 1....	Wm. Pohlman.....	Bridge Tender, Grand Ave. Bridge.
7....	Martin Weber.....	Bridge Tender, Grand Ave. Bridge.
. 4....	Jerry W. Egan.....	Bridge Tender, Grand Ave. Bridge.
. 1....	John Campbell.....	Bridge Tender, East Water St. Bridge.
. 1....	Wm. Williams.....	Bridge Tender, East Water St. Bridge.
. 1....	Wm. H. Bowen.....	Bridge Tender, Kinnickinnic Ave. Bridge.
21....	David Andrews.....	Bridge Tender, Kinnickinnic Ave. Bridge.
. 1...	Alexander Taylor.....	Bridge Tender, First Ave Bridge.
. 1....	Wm. F. Gagnon.....	Bridge Tender, Clinton St. Bridge.
7....	Bartholomew Ward....	Bridge Tender, Clinton St. Bridge.
7....	Wm. Crimmins.....	Bridge Tender, Oneida St. Bridge.
7....	Chas. L. Gable.....	Bridge Tender, Chestnut St. Bridge.
. 1....	Horatio F. Selby.....	Bridge Tender, Sixth Ave. Bridge.
. 16....	Emil W. Eggebrecht...	Clerk.
. 14....	Eustace B. Jones.....	Clerk.
1....	John Koppel, Jr.....	Clerk.
. 1....	Walter G. Truettner...	Clerk.
. 1....	Jacob Straubinger.....	Engineer Steam Road Roller.
. 1....	*John F. Fog*.....	Engineer Steam Road Roller.

To Take Effect.	Name.	Position.
1908.	PUBLIC WORKS DEPARTMENT.	
May 7....	Fred O. Powers.....	Inspector of Street and Sidewalk Work
May 7....	Arthur J. Nichol.....	Street and Sidewalk Inspector.
May 7....	Edward J. Wagner.....	Street and Sidewalk Inspector.
May 7....	Ernst W. J. Eggebrecht	Street and Sidewalk Inspector.
Aug. 21....	Martin J. Cannon.....	Street and Sidewalk Inspector.
Aug. 21....	John Campbell.....	Street and Sidewalk Inspector.
Aug. 21....	Sylvester M. Duval.....	Street and Sidewalk Inspector.
Aug. 21....	Herman H. Schieffer...	Street and Sidewalk Inspector.
Aug. 21....	Geo. A. Drake.....	Street and Sidewalk Inspector.
Aug. 21....	Frank J. Riordan.....	Street and Sidewalk Inspector.
Aug. 21....	Thomas Hayes.....	Street and Sidewalk Inspector.
Aug. 21....	Frank F. Fus.....	Street and Sidewalk Inspector.
Aug. 21....	Andrew H. Spears.....	Street and Sidewalk Inspector.
Aug. 31....	Emil F. Bleff.....	Street and Sidewalk Inspector.
Aug. 31....	Albert Grubach.....	Street and Sidewalk Inspector.
Aug. 18....	John E. Larkin.....	Superintendent Fourth Ward.
Aug. 18....	John Szymanski.....	Superintendent Twelfth Ward.
	SCHOOL DEPARTMENT.	
July 30....	Jacob M. Keller.....	Clerk.
June 22....	Fred W. Massman.....	Inspector Eleventh District No. 1.
Nov. 1....	Bernhard Schultz.....	Janitor Thirteenth District No. 4.
July 14....	Frank W. Neumer.....	Janitor Twentieth Dist. School.
Nov. 1....	Henry Raasch.....	Janitor Twentieth Dist. School No. 1.
Oct. 7....	Henry Gemeinhardt....	Janitor Twenty-second Dist. School No. 1.
	SMOKE INSPECTOR'S DEPARTMENT.	
May 1....	Geo. E. Duffy.....	Stenographer.
	TAX DEPARTMENT.	
Apr. 8....	James W. Shaw.....	Tax Assessor Eighth Ward.
Apr. 8....	Chas. C. Mayhew.....	Tax Assessor Eighteenth Ward.
Apr. 8....	Clemence J. Billerbeck.	Tax Assessor Twenty-first Ward.
	WATER REGISTRAR'S DEPARTMENT.	
Apr. 18....	James C. Roche.....	Meter Reader.
Dec. 1....	Frank Callopy.....	Meter Reader.
Dec. 1....	Geo. B. Whitney.....	Meter Reader.

PROMOTIONS AND TRANSFERS IN THE OFFICIAL SERVICE

During the Year 1908.

TAKE FFECT.	NAME.	POSITION.
1908.	CITY ENGINEER'S DEPARTMENT.	
1....	Geo. W. Fels.....	From Leveler to Division Engineer.
1....	John Baumgartner.....	From Leveler to Division Engineer.
1....	Oscar E. R. Ludovice...	From Rodman to Leveler.
1....	Jas. C. Berenson.....	From Rodman to Leveler.
1....	Frank Nahrath.....	From Rodman to Leveler.
1....	Thos. E. Hayes, Jr.....	From Chainman to Rodman.
1....	John S. Gasper.....	From Chainman to Rodman.
1....	Ernst H. Kirchman....	From Chainman to Rodman.
15....	Hilbert C. Wallber....	From Chainman to Rodman.
	(Water Subdepartment.)	
1....	William Millar.....	From Fireman to Oiler.
25....	John Behling.....	From Superintendent of Distribution to Hydrant Inspector.
8....	Louis Meier.....	From Superintendent of Meters to Turn-on-and-off-man.
	HEALTH DEPARTMENT.	
1....	James F. Cunningham.	From Sanitary Inspector to Milk Inspector.
	PARK DEPARTMENT.	
1....	Martin Kiszewski.....	From Park Police to Laborer Reynold's Park.
	PUBLIC LIBRARY DEPARTMENT.	
26....	Alma Silber.....	From Evening Assistant to Regular Assistant.
16....	Edna Phipps.....	From Evening Assistant to Day Assistant.
16....	Marion Peabody.....	From Evening Assistant to Day Assistant.
1....	Mary Allen.....	From Evening Assstant to Day Assistant.
19....	Edna Phipps.....	From Substitute Assistant to Evening Assistant.
19....	Marion Peabody.....	From Substitute Assistant to Evening Assistant.
16....	Mary Brady.....	From Substitute Assistant to Evening Assistant.
16....	Helen Spence.....	From Substitute Assistant to Evening Assistant.
16....	Matilda Stuckert.....	From Substitute Assistant to Evening Assistant.
8....	Hazel G. Stewart.....	From Substitute Assistant to Assistant.
16....	*Ellen Brady*	From Substitute Assistant to Day Assistant.

PROMOTIONS AND TRANSFERS IN THE OFFICIAL SERVICE—Continued.

During the Year 1908.

To Take Effect.	Name.	Position.
1908.	PUBLIC MUSEUM DEPARTMENT.	
Sept. 15....	R. A. Mutkowski.....	From Attendant to Assistant in partment of Invertebrate Zoolog
	PUBLIC WORKS DEPARTMENT.	
Feb. 15....	John C. Kraatz.....	From Assistant Inspector of Buildi Public Works Department, to spector of Buildings, School Dep ment.
May 1....	Thomas J. Reilly.....	From Inspector of Streets, P Works Department, to Inspecto Cement Work, Park Department
May 9....	Patrick J. Grogan.....	From Inspector of Streets to Sup tendent Sixteenth Ward.
June 8....	Martin J. Bensing.....	From Inspecttor of Streets, P Works Department, to Hydrant spector, Water Department.
May 9....	J. B. Kynaston.....	From Superintendent Sixteenth W to Inspector of Street Work.
Nov. 29....	Charles Bierbach.....	From Superintendent Fourth War Inspector of Street Work.
July 1....	Walter Stratton.....	From Superintendent of Sewers to spector of Sewers.
July 1....	Patrick Loughlin.....	From Assistant Superintendent Sewers to Superintendent of Sew
Apr. 17....	Geo. Boyd.....	From Sewer Inspector to House D Inspector.
Apr. 1....	Seth. W. Powers.....	Bridge Tender, from Buffalo St Bridge to Broadway Bridge.
Nov. 16....	Seth. W. Powers.....	Bridge Tender, from Broadway Bri to Pleasant Street Bridge.
Apr. 1....	Jacob Schweitzer.....	Bridge Tender, from Holton St Bridge to Sixth Street Bridge.
Sept. 1....	Patrick O'Byrne.....	Bridge Tender, from Huron St Bridge to First Avenue Bridge.
Sept. 1....	William Pohlman.....	Bridge Tender, from Grand Ave Bridge to West Water Street Bri
Nov. 1....	John Elser.....	Bridge Tender, from Grand Ave Bridge to West Water Street Bri
Sept. 1....	George Huntowski.....	Bridge Tender, from First Ave Bridge to Sixth Avenue Bridge.
Oct. 1....	Jacob W. Goetz.....	Bridge Tender, from First Ave Bridge to Kinnickinnic Ave Bridge.

PROMOTIONS AND TRANSFERS IN THE OFFICIAL SERVICE—CONTINUED.

During the Year 1908.

To take Effect.	Name.	Position.
1908.	PUBLIC WORKS DEPARTMENT—CONTINUED.	
Sept. 1....	Richard W. Casey.....	Bridge Tender, from Kinnickinnic Avenue Bridge to Clinton Street Bridge.
Oct. 1....	William H. Bowen.....	Bridge Tender, from Kinnickinnic Avenue Bridge to Sixth Street Bridge.
Sept. 1....	Lawrence Delaney.....	Bridge Tender, from Sixth Avenue Bridge to First Avenue Bridge.
	SCHOOL DEPARTMENT.	
Mch. 20....	Chas. E. Lammert.....	From Assistant Superintendent Repair Department to Inspector of Buildings.
Nov. 1....	Frank W. Neumer.....	Janitor, from Twentieth District No. 1 School to School of Trades.
	SMOKE INSPECTOR'S DEPARTMENT.	
May 1....	Edward N. Paetschow..	Stenographer, from Smoke Inspector's Department to City Engineer's Department.
	WATER REGISTRAR'S DEPARTMENT.	
May 1....	Jos. J. Kullman.....	From Clerk to Meter Accountant.
May 1....	John C. Walloch.....	From Meter Reader to Clerk.

CHANGES IN THE OFFICIAL SERVICE

During the Year 1908.

Appointments	93	Deaths	7
Promotions and Transfers.....	51	Discharges	5
Changes of Salary (excepting promotions and transfers)....	61	Emergency Appointments (excepting renewals).....	109
Resignations	19		

NATIVITY OF APPOINTEES IN THE OFFICIAL SERVICE

Appointed During the Year 1908.

Native Born.		Foreign Born.	
Milwaukee	46	Germany	4
Wisconsin (exclusive Mil.)	18	England	3
Michigan	4	Ireland	2
Massachusetts	3	Scotland	2
New York	3	Netherlands	1
Illinois	2	Poland	1
Nebraska	1	Sweden	1
New Jersey	1		—
Pennsylvania	1		14
	79		

Total, 93.

84% Native Born. 15% Foreign Born.

STATISTICS OF APPLICANTS FOR THE LABOR SERVICE

During the Year 1908.

A.	Total number of applicants	1,061
B.	Married	822
C.	Single	239
D.	Native born	449
E.	Foreign born	612
F.	Veterans	1
G.	Women	37
H.	Can read and write English	538
I.	Can read and write foreign languages	617
J.	Cannot read and write any language	66

STATISTICS OF APPLICANTS FOR SKILLED LABOR

During the Year 1908.

Native Born.		Foreign Born.	
Milwaukee	74	Germany	33
Wisconsin (exclusive Mil.)	23	Norway	9
Michigan	6	Austria-Hungary	3
Illinois	5	Russia	2
Pennsylvania	4	Bohemia	1
Missouri	2	Canada	1
Iowa	1	France	1
Kentucky	1	Ireland	1
Maine	1	Italy	1
Massachusetts	1	Poland	1
Minnesota	1	Sweden	1
New Jersey	1		54
New York	1		
Ohio	1		
Tennessee	1		
U. S. (state not given)	2		
	125		

Total, 179.

70% Native Born. 30% Foreign Born.

AGE.		RESIDENCE IN U. S.	
No. of Applicants.	Years.	No. of Applicants.	Years.
1	16 to 20	7	11 to 15
36	21 to 25	11	16 to 20
29	26 to 30	49	21 to 25
26	31 to 35	35	26 to 30
27	36 to 40	28	31 to 35
16	41 to 45	19	36 to 40
21	46 to 50	12	41 to 45
11	51 to 55	13	46 to 50
10	56 to 60	5	51 to 55
2	61 to 65	179	
179			

Have families dependent upon them for support	116
Freeholders	39
Veterans	0
Can read and write English	89
Can read and write English and German	60
Can read and write English and Polish	8
Can read and write English and Norwegian	6
Can read and write English, German and Polish	2
Can read and write German	2
Can read and write Norwegian	2
Can read and write English and Russian	1
Can read and write English and Yiddish	1
Can read and write English, German and French	1
Can read and write English and Swedish	1
Can read and write German and Polish	1
Can read and write Polish	1
Can read and write Italian	1
Can read and write Scandinavian	1
Can read and write Slavonic	1
Cannot read and write any language	1
	179

STATISTICS OF SKILLED LABOR ELIGIBLES

December 31, 1908.

Native Born.		Foreign Born.	
Milwaukee	75	Germany	52
Wisconsin (exclusive Mil.)	33	Norway	8
Pennsylvania	7	Austria-Hungary	5
Illinois	5	Russia	3
Michigan	4	Ireland	2
Missouri	2	Bomehia	1
Iowa	1	Canada	1
Kansas	1	France	1
Kentucky	1	Italy	1
Maine	1	Poland	1
Massachusetts	1	Sweden	1
New Hampshire	1		76
New York	1		
Ohio	1		
Tennessee	1		
	135		

Total, 211.

64% Native Born. 36% Foreign Born.

and write English	92
and write English and German	85
and write English and Polish	10
and write English and Norwegian	5
and write English, German and Polish	2
and write English, German and French	2
and write German	2
and write German and Polish	2
and write Norwegian	2
and write English and Russian	1
and write English and Hebrew	1
and write English and Swedish	1
and write Italian	1
and write Polish	1
and write Scandinavian	1
and write Slavonic	1
and write any language	2
	211

'ISTICS OF APPLICANTS FOR COMMON LABOR

During the Year 1908.

Native Born.		Foreign Born.	
	167	Germany	285
(exclusive Mil.)	76	Poland	123
	24	Austria-Hungary	40
	13	Italy	25
	11	Ireland	18
tts	7	Bohemia	15
	5	Norway	7
	3	Russia	7
	3	Switzerland	6
ia	3	Syria	6
	1	England	4
	1	Belgium	3
	1	Scotland	3
	1	Turkey	3
	1	Holland	2
lina	1	Sicily	2
	1	Armenia	1
	1	Canada	1
	1	France	1
	1	Netherlands	1
nia	1	Roumania	1
not given)	1	Europe (country not given)	4
	324		558

Total, 882.

7% Native Born. 63% Foreign Born.

STATISTICS OF APPLICANTS FOR COMMON LABOR—CONTINUED.

During the Year 1908.

AGE.		RESIDENCE IN U. S.	
No. of Applicants.	Years.	No. of Applicants.	Years.
1	16 to 20	3	3 to 5
56	21 to 25	34	6 to 10
84	26 to 30	44	11 to 15
76	31 to 35	128	16 to 20
90	36 to 40	153	21 to 25
114	41 to 45	161	26 to 30
128	46 to 50	95	31 to 35
108	51 to 55	107	36 to 40
107	56 to 60	57	41 to 45
78	61 to 65	37	46 to 50
28	66 to 70	39	51 to 55
11	71 to 75	12	56 to 60
1	76 to 80	9	61 to 65
		3	66 to 70
882		882	

Have families dependent upon them for support	706
Freeholders	333
Veterans	1
Women	37

Can read and write English and German	207
Can read and write English	198
Can read and write German	119
Can read and write Polish	68
Can read and write German and Polish	45
Can read and write English and Polish	41
Can read and write English, German and Polish	40
Can read and write Bohemian	13
Can read and write English and Italian	11
Can read and write Slavonic	11
Can read and write English, German and Bohemian	8
Can read and write Italian	8
Can read and write English and Bohemian	6
Can read and write Syrian	5
Can read and write English and Hollandish	[illegible]

Can read and write English and Swedish	4
Can read and write English and Yiddish	3
Can read and write English and Hungarian	2
Can read and write English and Norwegian	2
Can read and write French	2
Can read and write English, German, Polish and Bohemian	1
Can read and write English, Polish and Slavonic	1
Can read and write Norwegian	1
Can read and write English, Norwegian and Swedish	1
Can read and write English, German and Hollandish	1
Can read and write English, Polish and Russian	1
Can read and write English and Syrian	1
Can read and write Polish and Slavonic	1
Can read and write Polish and Russian	1
Can read and write English, German and French	1
Can read and write English and Armenian	1
Can read and write German, Polish and Litwish	1
Can read and write English, German and Yiddish	1
Can read and write English, German and Bohemian	1
Can read and write English, German and Slavonic	1
Can read and write English, German, Spanish and Roumanian	1
Can read and write Yiddish	1
Can read and write Armenian	1
Unknown	1
Cannot read and write any language	66
	882

LABOR ELIGIBLE LISTS

In Force December 31, 1908.

SKILLED LABORERS.

Blacksmiths	5	Machinist (repairing pumping engines)	1
Bridge Carpenters and Iron Workers	11	Machinist (tool and die maker)	1
Bridge Painters and Sailors	53	Painters	48
Carpenters	28	Pattern Maker	1
Carpenter and Cabinetmakers	5	Plumbers	3
Gas Engine Expert	1	Slater	1
Hardwood Finishers	2	Steamfitters	11
Locksmith	1	Steamfitters (gas engine repairing)	1
Mason	1	Steamfitter (Johnson System)	1
Masons and Bricklayers	2	Steamfitter (Hot Water System)	1
Sewer Masons	3	Steamfitter (Water Dept.)	1
Machinists	25	Tinners	3
Machinists (electrical work)	1		

WARD LABORERS.

1st Ward	7	13th Ward	49
2nd Ward	16	14th Ward	68
3rd Ward	24	15th Ward	1
4th Ward	14	16th Ward	4
5th Ward	15	17th Ward	17
6th Ward	12	18th Ward	36
7th Ward	1	19th Ward	4
8th Ward	23	20th Ward	31
9th Ward	21	21st Ward	22
10th Ward	15	22nd Ward	22
11th Ward	32	23rd Ward	17
12th Ward	43		

MISCELLANEOUS SPECIAL COMMON LABORERS.

Bath House Attendants	3	Laborers, Public Library	6
Blacksmith's Helpers	3	Machinists' Helpers	15
Boatmen, East Side Parks	1	Matron Natatoria	1
Boatmen, West Side Parks	8	Matron Bath Houses	1
Boatmen, South Side Parks	12	Matron Natatoria and Bath houses	3
Bridge Sweepers	26	Meter Repairers	43
Bridge Helpers	2	Office Cleaners (female)	87
Bridge Laborers	4	Park Laborers, East Side	4
Cleaners Pub. Buildings (male)	35	Park Laborers, West Side	32
Cleaners and Window Washers Pub. Bldgs. (male)	13	Park Laborers, South Side	52
Helpers at Public Buildings	9	Pavers	38
Helper, Power Dept., City Hall	1	Pound Driver	1
Cleaners at Pumping Stations	9	School Cleaners	4
Gatemen at Pumping Stations	9	School Repair Dept.—	
Helpers at Pumping Stations	27	Helpers	6
Laborers at Pumping Stations	19	Laborer	1
Coal Passers	56	Sewer Cleaners	4
Cook	1	Sewer Laborers, East Side	2
Custodian of Pavilion Mitchell Park	1	Sewer Laborers, West Side	3
Custodian of Pavilion Washington Park	1	Sewer Laborers, South Side	10
Custodian of Playgrounds	0	Sewer Masons	3
Custodian of Dumping Grounds	0	Skating Rink Keeper	1
Electric Crane Operator	1	Steamfitters' Helpers	3
Electrician's Helpers	9	Tappers and Assistant Tappers	2
Electrician's Helper (Bridge Dept.)	1	Teamsters	17
Laborers, Garbage Plant (not yet placed under Civil Service Rules)	24	Teamsters (School Dept.)	1
		Teamsters (Water Dept.)	8
		Water Dept.—	
		Helpers	77
		Laborers	28
		Turn-on-and-off-men	71

APPOINTMENTS IN THE LABOR SERVICE

During the year 1908.

PUBLIC WORKS DEPARTMENT.

WARDS.

o Take Effect.	Name.	No. of Ward.	Position.
1908.			
r 18....	John Borowski.....	1st	Common Labor.
. 15....	Joseph Horecny.....	2nd	Common Labor.
. 15....	Jonathan Sonner.....	2nd	Common Labor.
. 15....	Simon Koppel.....	2nd	Common Labor.
. 15....	Kaehl Hajnicola.....	2nd	Common Labor.
. 15....	Josef Vorecky.....	2nd	Common Labor.
. 1....	Lawrence Gressler.....	2nd	Common Labor.
. 1....	August Schmitl.....	2nd	Common Labor.
. 1....	Paul Yakus	2nd	Common Labor.
r 8....	Guiseppe Minarvini....	3rd	Common Labor.
r 8....	Joseph Di Georgio.....	3rd	Common Labor.
r 8....	Thomas Cassidy.....	3rd	Common Labor.
r 8....	Edw. McGovern.....	3rd	Common Labor.
r 8....	John J. Cary.....	3rd	Common Labor.
e 1....	John Curley.....	3rd	Common Labor.
y 10....	John J. Peterson.....	3rd	Common Labor.
y 10....	Patrick Harlin.....	3rd	Common Labor.
y 10....	Eugene Dunn.....	3rd	Common Labor.
. 13....	John Gebhardt.....	4th	Common Labor.
. 13....	Frank Bock.....	4th	Common Labor.
. 13....	John F. O'Shea.....	4th	Common Labor.
. 13....	John Nolan.....	4th	Common Labor.
. 13....	A. J. Reed.....	4th	Common Labor.
. 13....	Henry Franzen.....	4th	Common Labor.
. 13....	Wm. A. Ewing.....	4th	Common Labor.
. 13....	Edw. M. Wall.....	4th	Common Labor.
. 1....	James E. Water.....	4th	Common Labor.
. 1....	Walter Spencer Lee....	4th	Common Labor.
. 1....	Anton Gotzinger.....	4th	Common Labor.
. 14....	Michael J. Murphy.....	4th	Common Labor.
. 14....	Peter Bausch	4th	Common Labor.
. 14....	Terence Fitzgerald....	4th	Common Labor.
. 19....	William Collins.....	4th	Common Labor.
. 19....	William Crimmins.....	4th	Common Labor.
. 19....	John Anthony.....	4th	Common Labor.
. 19....	James Maxwell.....	4th	Common Labor.
. 19....	Joseph Kowacisz.....	4th	Common Labor.
. 4....	Owen P. Ryan.....	4th	Common Labor.
. 4....	Jos. Fountish.....	4th	Common Labor.
. 4....	Geo. J. Murphy.....	4th	Common Labor.
. 4....	Knut Salzer.....	4th	Common Labor.
4....	Anthony Doer.....	4th	Common Labor.

APPOINTMENTS IN THE LABOR SERVICE—Continue

During the year 1908.

To Take Effect.	Name.	Ward. No. of	Position.
1908.			
June 13....	James Frawley.....	4th	Common Labor.
June 13....	Constant Klaiber.....	4th	Common Labor.
June 13....	Theodore Mersch.....	4th	Common Labor.
Nov. 16....	Henry Artibee.....	4th	Paver.
Feb. 12....	John Barbien.....	5th	Common Labor.
Feb. 12....	August Rosinow.....	5th	Common Labor.
Feb. 12....	W. F. Ryan.....	5th	Common Labor.
Apr. 1....	John Reedy.....	5th	Common Labor.
Apr. 1....	John Schweitzer.....	5th	Common Labor.
Apr. 1....	John Ceynowa.....	5th	Common Labor.
Apr. 1....	Henry Konkel.....	5th	Common Labor.
Apr. 1....	William Budzisz.....	5th	Common Labor.
Apr. 1....	Anton Mueller.....	5th	Common Labor.
Mch. 3....	John Hager.....	6th	Common Labor.
Mch. 4....	Peter Kasper.....	6th	Common Labor.
Mch. 4....	Gottlieb Brill.....	6th	Common Labor.
Mch. 4....	Joseph Brummer.....	6th	Common Labor.
Mch. 4....	Edward Fitzpatrick....	6th	Common Labor.
Mch. 4....	John Priscott.....	6th	Common Labor.
Mch. 4....	Jacob Hautmann.....	6th	Common Labor.
Mch. 4....	Mathias Boer.....	6th	Common Labor.
Apr. 28....	Bruno Fritsche.....	6th	Common Labor.
Apr. 28....	Thomas McGovern.....	6th	Common Labor.
May 5....	Edward Burdick.....	7th	Common Labor.
May 5....	Edward Causley.....	7th	Common Labor.
May 5....	John Olson.....	7th	Common Labor.
June 1....	Solomon Mire.....	7th	Common Labor.
June 1....	Chas. B. Krambuehl...	7th	Common Labor.
June 1....	Frank Farrell.....	7th	Common Labor, Jones Park.
Oct. 1....	Mike Koory.....	7th	Common Labor.
Apr. 7....	Louis D. Gerdes.....	8th	Common Labor.
Apr. 7....	John Schacht.....	8th	Common Labor.
Apr. 7....	Leonard Dewald.....	8th	Common Labor.
Apr. 7....	Patrick Fogarty.....	8th	Common Labor.
Apr. 28....	Frederick Jaeck.....	8th	Common Labor.
June 1....	William Stein.....	8th	Paver.
July 16....	Henry Swenson.....	8th	Paver.
Aug. 10....	Patrick Costigan.....	8th	Paver.
Feb. 15....	Chas. Waack.....	10th	Common Labor.
Mch. 1....	Gottlieb Nell.....	10th	Common Labor.
Apr. 2....	Thomas Stancek.....	11th	Common Labor.
Apr. 2....	Mathias Austen.....	11th	Common Labor.
Apr. 2....	August Lange.....	11th	Common Labor.
Apr. 2....	Klemens Filipiak.....	11th	Common Labor.
Apr. 2....	Henry N. Quade.....	11th	Common Labor.
June 1....	Joseph Ruskiewicz.....	11th	Common Labor.

PPOINTMENTS IN THE LABOR SERVICE—Continued.

During the year 1908.

TAKE EFFECT.	NAME.	NO. OF WARD.	POSITION.
1908.			
e 1....	Wladislaus Serowski..	11th	Common Labor.
e 1....	Frederick Ziermann...	11th	Common Labor.
r 5....	Valentine Krzeminski..	11th	Paver.
e 1....	Frank Wodkowski ...	11th	Paver.
e 1....	Michael W Bazelak ..	11th	Paver.
e 1....	Martin Wroblewsky...	11th	Paver.
. 1....	Theodore Singer.....	11th	Paver.
. 16....	Ignatz Olszewski.....	12th	Paver.
. 16....	John Stanioch.....	12th	Paver.
8....	Aug. Rick.....	12th	Paver.
14....	Math. Block.....	12th	Paver.
14....	Albert Retur.....	12th	Paver.
. 11....	August Wichmann.....	14th	Paver.
. 11....	John Kukla	14th	Paver.
5....	John Zakrzewski.....	14th	Common Labor.
5....	Jan. Wloszczynski.....	14th	Common Labor.
r 17....	Lorenz Czyzak.....	14th	Paver.
r 17....	Jacob Nowaczyk.....	14th	Paver.
r 24....	Edward B. Bunner....	14th	Common Labor.
. 1....	Andrew Schoen.....	15th	Common Labor.
. 1....	W Timm	15th	Common Labor.
. 1....	Fred W Hartwig.....	15th	Common Labor.
. 1....	Frederick J. Kaul.....	15th	Common Labor.
. 1....	Christ. Muegge.....	15th	Common Labor.
. 1....	Aug. Ledebahr.....	15th	Common Labor.
1....	Friedrich Hoppe.....	15th	Common Labor.
1....	Albert Hoppe.....	15th	Common Labor.
16....	Henry Holtz.....	15th	Common Labor.
16....	Bert Baumann.....	15th	Common Labor.
16....	Hans Plato.....	15th	Common Labor.
4....	James Glover.....	15th	Common Labor.
4....	Henry Schesser.....	15th	Common Labor.
2....	Timothy Mahegan....	16th	Common Labor.
2....	John Ewig.....	16th	Common Labor.
5....	Fred S. Wolf.....	16th	Common Labor.
5....	Fred Reiniger.....	16th	Common Labor.
5....	John T. Collins.....	16th	Common Labor.
22....	Thomas M. Morgan...	16th	Common Labor,
e 15....	Chas. A. Hayden.....	16th	Common Labor,
e 15....	James L. Emerson....	16th	Common Labor,
e 15....	James Swan.....	16th	Common Labor,
. 21....	Francis Schmidt.....	17th	Common Labor.
. 21....	John Campbell	17th	Common Labor.
. 21....	Ferdinand Hohenstein	17th	Common Labor.
. 21....	Peter Riemann.....	17th	Common Labor.
. 21....	Aug. Hinz	17th	Common Labor.
. 21....	Julius Radke.....	17th	Common Labor.

APPOINTMENTS IN THE LABOR SERVICE—Contin

During the year 1908.

To Take Effect.	Name.	Ward.	Position.
1908.			
Apr. 21....	John Lukaszewicz.....	17th	Common Labor.
Apr. 21....	Hugh McCallion.....	17th	Common Labor.
May 5....	Ignatz Platta.....	18th	Common Labor.
May 5....	Matt. Warzala.....	18th	Common Labor.
May 9....	Frank Wontkowski....	18th	Paver.
May 9....	Frank Szultek.....	18th	Paver.
May 12....	John Frymark.....	18th	Paver.
Feb. 15....	Frank Ydzikowski.....	19th	Common Labor.
Feb. 15....	Gustav Urban.....	19th	Common Labor.
Mch. 1....	Bernhart Schmitt.....	19th	Common Labor.
Mch. 1....	Michael Hoffman.....	19th	Common Labor.
July 17....	Paul Horn.....	19th	Common Labor.
May 1....	Joseph Bromelsberger.	20th	Common Labor.
May 1....	Bernhard Erdman.....	20th	Common Labor.
Nov. 1....	Julius Siewert.....	20th	Common Labor.
Nov. 1....	Herman Teich.....	20th	Common Labor.
Nov. 1....	Carl L. A. Schacht-schneider.....	20th	Common Labor.
Mch. 17....	John Pokrzywinski....	21st	Common Labor.
Mch. 17....	Michael Kazmiercz....	21st	Common Labor.
Mch. 17....	Michael A. Rice.....	21st	Common Labor.
Mch. 17....	John Schultz.....	21st	Common Labor.
July 6....	Otto Gorlich.....	21st	Common Labor.
July 6....	Frederick Emig.....	21st	Common Labor.
July 6....	Anton Biscobing.....	21st	Common Labor.
July 6....	August Kuehn.....	21st	Common Labor.
Feb. 25....	Carl H. Stepnitz.....	22nd	Common Labor.
Mch. 4....	Frederick Kuhagen....	22nd	Common Labor.
May 12....	William Beyer.....	22nd	Paver.
Aug. 1....	John Schon.....	23rd	Common Labor.
Aug. 1....	Giachomo Giannusi...	23rd	Common Labor.
Aug. 1....	August Ziehl.....	23rd	Common Labor.
Aug. 1....	John V. Ludyus.....	23rd	Common Labor.
Aug. 1....	William Tode.....	23rd	Common Labor.

APPOINTMENTS IN THE LABOR SERVICE—Continued.

During the year 1908.

BRIDGE SUBDEPARTMENT.

To Take Effect.	Name.	Position.
1908.		
June 1....	Edw. J. O'Neil.....	Painter.
June 1....	Evan Davis.....	Painter.
June 1....	William H. Stedman...	Painter.
June 1....	Albert Nelson.....	Painter.
June 1....	Geo. J. Matthews.....	Painter.
June 1....	Edw. C. Davenport.....	Painter.
June 1....	Leon C. Long.....	Painter.
June 1....	Chas. Donnelly.....	Painter.
June 1....	F. S. Roch.....	Painter.
June 1....	Frank W. Foster.....	Painter.
June 1....	Albert H. Nelson.....	Painter.
June 1....	Joseph H. Reiff.....	Painter.
June 1....	Michael Leahy.....	Painter.
June 1....	Thomas H. Warner.....	Painter.
June 1....	William G. Zuelke.....	Painter.
June 15....	Hiram Giesman.....	Painter.
June 15....	Percy C. McKowen.....	Painter.
June 15....	Alva F. Orvis.....	Painter.
June 15....	Fred Theo. Schuetz.....	Painter.
June 15....	John Tracy.....	Painter.
June 15....	Dennis W. Sullivan.....	Painter.
June 15....	William A. Dude.....	Painter.
June 15....	Martin Burke.....	Painter.
June 15....	William J. Malone.....	Painter.
June 15....	James J. Sanders.....	Painter.
June 15....	Chas. F. Biesel.....	Painter.
June 15....	Alexander Karpinski...	Painter.
June 15....	Frank J. Bion.....	Painter.
June 15....	William O. Scharff.....	Painter.
June 15....	William L. Freeman....	Painter.
June 15....	Chauncy R. Spencer....	Painter.
Oct. 7....	James Roddis.....	Sweeper, Sixth Street Bridge.
July 3....	W. E. McArthur.....	Electrician's Helper.

APPOINTMENTS IN THE LABOR SERVICE—Continued.

During the year 1908.

SEWER SUBDEPARTMENT.

To Take Effect.	Name.	Position.
1908.		
Mch. 26....	John Ladowski.....	Laborer East District.
May 4....	John Nigbur.....	Laborer East District.
Mch. 26....	Fred Sulger.....	Laborer West District.
Apr. 23....	John Fahning.....	Laborer West District.
Apr. 23....	Nicholaus Sauer.....	Laborer West District.
May 29....	August Hoppe.....	Laborer West District.
July 1....	John Holloran.....	Mason West District.
July 1....	Fred Blohm.....	Laborer West District.
July 16....	Joseph Toman	Laborer West District.
July 23....	Franz Schewe.....	Laborer West District.
July 23....	Adam Bucek.....	Laborer West District.
Oct. 6....	Frank Lacey.....	Laborer West District.
Oct. 6....	Vincent Krocka.....	Laborer West District.
Jan. 22....	Michael Jankowski.....	Laborer South District.
Mch. 9....	Wladislaus Serowski...	Laborer South District.
Mch. 9....	Thomas Krol.....	Laborer South District.
Mch. 9....	Jozef Cyganiak.....	Laborer South District.
Mch. 12....	Joseph J. Pilachowski..	Laborer South District.
Apr. 28....	Ignatz Mick.....	Laborer South District.
Apr. 28....	Aug. Grojek.....	Laborer South District.
Apr. 28....	Joseph Kochanski.....	Laborer South District.
Apr. 28....	Theodore Singer.....	Laborer South District.
Apr. 28....	John Grochowalski.....	Laborer South District.
Apr. 28....	Joseph Kasenbowski...	Laborer South District.
May 12....	Walenty Piotrowsky ...	Laborer South District.
May 12....	Paul Kolodziejczak.....	Laborer South District.
May 12....	Michael Bazdlak.....	Laborer South District.
May 12....	Felix Jeka.....	Laborer South District.
May 12....	Walenty Wencka.....	Laborer South District.
May 19....	Wladislaus Oswalski....	Laborer South District.
May 19....	Joseph A. Potrykus....	Laborer South District.

MISCELLANEOUS SUBDEPARTMENTS.

Take Effect.	Name.	Position and Subdepartment.
1908.		
2....	Edw. J. Wagner.....	Custodian Turning Basin Kinnickinnic River.
5....	Patrick J .Hannon.....	Custodian East Side Dump.
23....	James Prohaska.....	Laborer East Side Dump.
23....	James J. Hannon.....	Laborer East Side Dump.
1....	John Menne.....	Hardwood Finisher City Hall.
8....	R. H. Grzmehle.....	Helper to City Electrician.
13....	Salvatore Palise.....	Helper City Hall Power Dept.
4....	William Roach.....	Helper City Hall.
1....	Rudolph Nau.....	Substitute Helper City Hall.
9....	Joseph Stein.....	Helper South Side Natatorium.
15....	Simon Kosbucki.....	Bath House Attendant.
15....	Dominie Baroni.....	Bath House Attendant.
1	Earl W. Moon.....	Bath House Attendant.
15....	Hattie Muskowski.....	Matron Bath House McKinley Park.
15....	Clara Peiffer.....	Assistant Matron Bath House McKinley Park.
1....	Clara Langbecker.....	Cleaner City Hall.
3....	Harry King.....	Cleaner and Window Washer.

PARK DEPARTMENT.

Take Effect.	Name.	Position.	Place of Employment.
1908.			
1....	Louis G. Klatt.....	Common Labor...	Lake Park.
1....	Joseph Petrik.....	Common Labor...	Lake Park.
1....	Roy Martin.....	Common Labor...	Lake Park.
1....	Mike J. Koory.....	Common Labor...	Lake Park.
1....	Frederick Riemer.....	Common Labor...	Lake Park.
1....	Leopold Gzarnecki.....	Common Labor...	Lake Park.
1....	Frank Dyszelski.....	Common Labor...	Lake Park.
1....	Valentine Polak.....	Common Labor...	Lake Park.
1....	Adam Butzlaff.....	Common Labor...	Lake Park.
1....	Paul Martens.....	Common Labor...	Lake Park.
11....	Scott Palmer.....	Common Labor...	Lake Park.
11....	Albert Mieritz.....	Common Labor...	Lake Park.
11....	John F. Mueller.....	Common Labor...	Lake Park.
11....	Louis Neitzel.....	Common Labor...	Lake Park.

APPOINTMENTS IN THE LABOR SERVICE.—Continued.

During the Year 1908.

PARK DEPARTMENT.

To Take Effect.	Name.	Position.	Employment. Place of
1908.			
May 11....	Albert Gaulke.....	Common Labor...	Lake Park.
May 11....	Mathias Michaels.....	Common Labor...	Lake Park.
May 11....	Salmon Meyers.....	Common Labor...	Lake Park.
June 1....	J. Szramkowski.....	Common Labor...	Lake Park.
June 1....	John Szablewski.....	Common Labor...	Lake Park.
June 1....	Michael Palczykowski .	Common Labor...	Lake Park.
Apr. 23....	Mathias Ebert.....	Common Labor...	Washington Park.
Apr. 23....	John Hamisz	Common Labor..	Washington Park.
Apr. 23....	Edward H. Perlewitz...	Common Labor...	Washington Park.
Apr. 23....	Wm Biebow Sr	Common Labor...	Washington Park.
Apr. 23....	George Heimerl	Common Labor..	Washington Park.
Apr. 23....	Otto Hoepsel	Common Labor..	Washington Park.
Apr. 23....	James M. Riepl.....	Common Labor..	Washington Park.
Apr. 23....	Arnold Hemsing.....	Common Labor...	Washington Park.
Apr. 23....	Joseph Eilauf.....	Common Labor...	Washington Park.
Apr. 23....	Charles Rau.....	Common Labor...	Washington Park.
Apr. 23....	John M. Mueller.....	Common Labor...	Washington Park.
Apr. 23....	Levi J. Hicks.....	Common Labor...	Washington Park.
Apr. 23....	Mathias Weber.....	Common Labor..	Washington Park.
May 2....	Arthur F. Kraus.....	Common Labor...	Washington Park.
May 2....	Charles Konba.....	Common Labor...	Washington Park.
May 2....	August Gentner.....	Common Labor...	Washington Park.
May 2....	John Baier.....	Common Labor...	Washington Park.
May 2....	Anton J. Nefshemal....	Common Labor...	Washington Park.
May 2....	Karel Dlobik.....	Common Labor...	Washington Park.
May 2....	John Mahala.....	Common Labor...	Washington Park.
Apr. 15....	Michael Schultz.....	Common Labor...	Mitchell Park.
Apr. 15....	Henry Gust.....	Common Labor...	Mitchell Park.
Apr. 15....	John Kukla.....	Common Labor...	Mitchell Park.
Apr. 15....	Jos. Wojciechowski....	Common Labor...	Mitchell Park.
Apr. 15....	John Bachmann.....	Common Labor...	Mitchell Park.
Apr. 15....	Fred Riemann.....	Common Labor...	Mitchell Park.
Apr. 15....	Peter Riemann.....	Common Labor...	Mitchell Park.
Apr. 15....	John Norwicki.....	Common Labor...	Mitchell Park.
Apr. 15....	Val. Kandziora.....	Common Labor...	Mitchell Park.
Apr. 15....	J. F. P. Hemsing.....	Common Labor...	Mitchell Park.
Apr. 23....	James R. Smith.....	Common Labor...	Humboldt Park.
Apr. 23....	Albert A. Nelson.....	Common Labor...	Humboldt Park.
Apr. 23....	John F. Mueller.....	Common Labor...	Humboldt Park.
Apr. 23....	Herman Goldbeck.....	Common Labor...	Humboldt Park.
June 19....	James McCann.....	Common Labor...	Gordon Place.
June 19....	August Behmer.....	Common Labor...	Gordon Place.
June 19....	Walter J. Winneman...	Common Labor...	Gordon Place.
July 11....	Bart W. Mooney.....	Custodian.....	Gordon Place.
May 16....	Joseph F. Fennig.....	Custodian of Playgrounds.....	Kosciuszko Park.
June 12....	Arnold Schoenfeld.....	Custodian of Playgrounds.....	Mitchell Park.
Jan. 24....	Albin E. Seeling.....	Laborer at Zoo....	Washington Park.

APPOINTMENTS IN THE LABOR SERVICE.—Continued.

During the Year 1908.

PUBLIC LIBRARY DEPARTMENT.

To Take Effect.	Name.	Position.
1908.		
Feb. 21....	Mary Kraatz.....	Substitute Cleaner.
Feb. 21....	Pauline Breitwisch.....	Substitute Cleaner.
June 11....	Fredericka Heusler.....	Substitute Cleaner.
June 11....	Jennie Soulen.....	Substitute Cleaner.

SCHOOL DEPARTMENT.

To Take Effect.	Name.	Position.
1908.		
an. 11....	Albert Schroeder.....	Carpenter.
eb. 22....	Chas. Christen, Jr.....	Painter.
uly 2....	Max Belan.....	Painter.
uly 6....	John T. Murphy.....	Painter.
uly 20....	Frank Richter.....	Painter.
uly 20....	Geo. W. Krause.....	Painter.
uly 22....	Peter A. S. Schulz.....	Painter.
an. 21....	Edward Krause.....	Steamfitters' Helper.
an. 21....	George Hennessey.....	Steamfitters' Helper.
eb. 10....	John D. Connolly.....	Steamfitters' Helper.
ay 25....	Tony Biscobing.....	Steamfitters' Helper.
ay 25....	August A. Delzer.....	Steamfitters' Helper.
uly 8....	Gustav Kling.....	Steamfitters' Helper.
uly 13....	Alex Bruce.....	Steamfitters' Helper.
ug. 4....	Edward A. Franke.....	Steamfitters' Helper.
une 15....	Clarence Hagedorn.....	Tinsmith's Helper.
une 1....	Mrs. Mary Barsch.....	Cleaner 20th District Annex.

APPOINTMENTS IN THE LABOR SERVICE.—Continued.

During the Year 1908.

WATER DEPARTMENT.

To Take Effect.	Name.	Position.
1908.		
Feb. 17....	Christian Schreiber....	Blacksmith North Point Pumping Station.
June 1....	Chas. G. Ledenbach....	Blacksmith's Helper North Point Pumping Station.
Oct. 6....	Conrad Anda.....	Boatman Jones Island.
Mch. 1....	Bernhard Admi.....	Coal Passer Jones Island.
July 18....	Hans C. Markussen.....	Coal Passer Jones Island.
Sept. 14....	John Mondrie.....	Coal Passer Milwaukee River Flushing Works.
Apr. 1....	Emil Albrecht.....	Gateman Kinnickinnic River Flushing Works.
Jan. 2....	Alb. B. Schuelke.....	Helper North Point Pumping Station.
June 1....	Robert F. Dallman.....	Helper High Service Pumping Station.
June 15....	Jos. Prymek.....	Laborer Pumping Stations.
June 15....	G. B. Gar'a'a'a'one.....	Laborer Pumping Stations.
June 15....	John J. Murray.....	Laborer Pumping Stations.
June 15....	Frank Moll.....	Laborer Pumping Stations.
July 29....	Albert Rott.....	Laborer Pumping Stations.
July 29....	Peter J. Grode.....	Laborer Pumping Stations.
Sept. 8....	Chas. G. Janssen.....	Laborer Pumping Stations.
June 19....	James M. Carney.....	Laborer Kilbourn Park.

APPOINTMENTS IN THE LABOR SERVICE.—Continued.

During the Year 1908.

METER AND DISTRIBUTION SUBDEPARTMENT.

TAKE EFFECT.	NAME.	POSITION.
1908.		
18....	Chas. Sandt.....	Common Labor.
22....	Gotthilf Tank.....	Common Labor.
24....	Rudolph Wedel.....	Common Labor.
2....	John Kosidowski.....	Common Labor.
2....	John Kawicki.....	Common Labor.
16....	Lorenz Wilkozek.....	Common Labor.
29....	Theodor Ramczykowski.	Common Labor.
29....	Joseph Pierson.....	Common Labor.
29....	Aug. Gierzewski.....	Common Labor.
9....	Gustav F. Bergmann...	Common Labor.
9....	John Mondry.....	Common Labor.
11....	Julius Hemke.....	Common Labor.
22....	Stanley Piechowiak....	Common Labor.
22....	Konstanty Cieplich.....	Common Labor.
22....	Frank Loroff.....	Common Labor.
22....	Michael Jazdzewski....	Common Labor.
22....	John Zinda.....	Common Labor.
22....	August Koppe.....	Common Labor.
22....	Henry F. Molloy.....	Common Labor.
22....	John Zupancic.....	Common Labor.
22....	John Nowukowski.....	Common Labor.
24....	Nicola Romano.....	Common Labor.

TOTAL CHANGES IN THE CITY SERVICE

During the Year 1908.

Appointments in the Official Service	93		
Appointments in the Labor Service	370		
		463	
Promotions and Transfers in the Official Service	47		
Promotions and Transfers in the Labor Service	28		
Promotions and Transfers from Labor to Official Service	5		
Transfers from Official to Labor Service	4		
		84	
Separations from the Official Service	31		
Separations from the Labor Service	310		
		341	
Total changes of all kinds (excepting temporary changes, leave of absence and "lay-offs")			888

TOTAL NUMBER OF ALL PERSONS IN THE CITY CIVIL SERVICE OF MILWAUKEE.

I. UNDER CIVIL SERVICE RULES.			
A. UNDER THE BOARD OF CITY SERVICE COMMISSIONERS:			
In the Official Service	667		
In the Labor Service	1,495		
In both branches		2,162	
B. UNDER THE BOARD OF FIRE & POLICE COMMISSIONERS:			
In the Fire Department	496		
In the Police Department	437		
In both branches		933	
C. UNDER THE BOARD OF SCHOOL DIRECTORS:			
Principals, Teachers and Truant Officers		1,190	
Total number of persons under Civil Service Rules of the three branches			4,285
II. NOT UNDER CIVIL SERVICE RULES.			
D. ELECTIVE OFFICERS:			
Mayor, Comptroller, Treasurer, Attorney	4		
Aldermen	35		
Clerk of Municipal Court	1		
Judges	2		
Justices of the Peace	11		
Constables	11		
School Directors	15		
Total number of exempted elective officers		79	

E. APPOINTIVE OFFICERS:				
1. Salaried Officers—				
Heads of Departments	11			
Deputies	8			
Cashier	1			
Treasurer's Clerks	2			
Secretaries	4			
Assistant City Attorneys	4			
Assistant City Engineer	1			
Assistant Clerks of Municipal Court	4			
Court Reporter	1			
Court Janitor	1			
Weigh Masters (receiving one-half of proceeds)	2			
School Superintendent	1			
Assistant School Superintendents	4			
Assistant Health Commissioners	4			
Park Superintendent	1			
Taxidermists	2			
Curator of Invertebrate Zoology	1			
Various Officials	5			
		57		
2. Honorary Officers—				
City Service Commissioners	4			
Fire and Police Commissioners	4			
Commissionesr of Public Debt	3			
Park Commissioners	5			
Library Trustees	9			
Museum Trustees	9			
Johnston Emergency Hospital Trustees	9			
Total number of exempted honorary appointive officers		43		
Total number of exempted appointive officers or employes			100	
Total number of officers and employes not subject to Civil Service Rules				179
Total number of persons in the City Service				4,464

The number of laborers actually employed at the time of this writing is much less than represented in the foregoing summary, as a number of them are laid off for lack of work in certain departments during certain seasons of the year, and other reasons.

The following figures indicate what work has to be taken care of during the year:

Area of the city.....22¾ square miles or 14,560 acres
Area of public squares.....22 acres
Length of streets.....536.936 miles
Length of water mains.....429.352 miles
Length of sewers, including intercepting sewers or tunnels.....405.103 miles

Area of parks in charge of Board of Public Works	59.197	acres
Area of parks in charge of Park Commissioners	742.463	acres
Viz:		
North Side Park	180.61	acres
Washington Park	150	acres
Lake Park	124	acres
Reynold's Park	80	acres
Mitchell Park	62	acres
Humboldt Park	45.72	acres
Kosciuszko Park	36.868	acres
Riverside Park	24	acres
Sherman Park	24	acres
Gordon Place	13.5	acres
Bay View	12	acres
Lincoln Park	1.765	acres

School houses (exclusive barracks)	63
Other public buildings	54
Apparatus on wheels used by the Fire Department	120
Fire boats for river service	4
Horses	234

I repeat that it affords me infinite pleasure to report that almost all the departments of the city government heartily co-operated with the Civil Service Board and cheerfully complied with its rules and regulations.

Respectfully submitted,

JOHN J. VLACH,

Chief Examiner and Secretary.

EXHIBIT C.

CITY CIVIL SERVICE ACT.

Chapter 313, of the Laws of 1895, App. April 19 and Pub. April 29. [As Amended by Chapter 218, of the Laws of 1897, App. April 12, and Pub. April 13.]

AN ACT to regulate the civil service of cities.

The people of the State of Wisconsin, represented in Senate and Assembly, do enact as follows:

SECTION 1. The Mayor of each city in this state, of the first class, or of the second class, as defined by Section 1, of Chapter 312, of the general laws of Wisconsin, enacted in 1893 whether such city be incorporated by special act of the Legislature or under the general laws of the state, shall, before the fifteenth day of June, A. D. 1895, or the fifteenth day of June in the year next following the first state or national census, showing such city to belong to either said first or said second class, appoint four persons, citizens and residents of said city, who shall constitute and be known as the Board of City Service Commissioners of such city, and shall designate one of the persons so appointed to serve for a term of four years, one for a term of three years, one for a term of two years, and one for a term of one year, from the first Monday of July in the year of their appointment and until their respective successors are appointed and qualified; and in each and every year after such first appointment, the Mayor shall, in like manner, in the month of June, appoint one person as the successor of the Commissioner whose term shall expire in that year, to serve as such Commissioner for four years from the first Monday of July then next ensuing, and until his successor is appointed and qualified. Three Commissioners shall constitute a quorum necessary for the transaction of business. Any vacancy in the office of Commissioner occurring during the term shall be filled for the unexpired term

by appointment by the Mayor and all appointments, both original and to fill vacancies, shall be so made that not more than two Commissioners shall at the time of the appointment be members of the same political party. Said Commissioners shall hold no lucrative office or employment under the United States, the State of Wisconsin, or any municipal corporation or political division thereof, and each Commissioner shall, before entering upon the discharge [of the duties] of his office and within ten days after receiving notice of his appointment, take and subscribe the oath of office prescribed by the constitution of this state, and file the same, duly certified by the officer administering it with the [City] Clerk of his city, and no salary or other compensation for his services shall be paid to any such Commissioner.

SEC. 2. **[As amended by Section 1, Chapter 218, of 1897.]** The said Commissioners shall make rules adapted to carry out the purposes of the act and not inconsistent with its provisions, for the examination and selection of persons to fill offices and positions in the service of their respective cities, which are required to be filled by appointment, and for the selection of persons to be employed in the service of such city. All rules so made shall be subject to the approval of the Mayor of the city, and they may with like approval be from time to time altered or rescinded by said Commissioners. The said Commissioners shall supervise the administration of the rules so established.

SEC. 3. The rules mentioned in Section 2 of this act may be made from time to time:

1st. For open, competitive and other examinations by which to test applicants for office or for employment as to their practical fitness to discharge the duties of the positions which they desire to fill, which examinations shall be public and free to all citizens of the United States, with proper limitations as to residence, age, health, sex, habits and moral character.

2nd. For the filling of vacancies in offices and places of employment in accordance with the results of such examinations, and for the selection of persons for public employment in accordance with such results, or otherwise, as may seem most desirable to carry out the provisions of this act.

3rd. For promotions in office or positions on the basis of ascertained merit and seniority in service, and examination as may seem desirable.

4th. For a period of probation before an appointment or employment is made permanent.

All rules made as provided in this act and all changes therein shall forthwith be printed for distribution by said Board.

SEC. 4. From and after the adoption of such rules, all appointments to subordinate offices, positions and employments in the several departments of the service of such city which are subject to such rules, shall be made by the respective heads of such departments under and in conformity with the provisions of such rules, and such heads of departments shall respectively have power to remove or discharge at pleasure any person holding any subordinate office, position or employment in their respective departments.

SEC. 5. All applicants for offices, places or employments in the civil service of such city, except those mentioned in Section 6, shall be subject to examination under and in accordance with the rules so made by said Commissioners. Such examinations shall be practical in their character and shall relate to those matters which will fairly test the relative capacity and fitness of the persons examined to discharge the duties of the particular service to which they seek to be appointed, and shall include tests of physical qualifications and health, and, when appropriate, of manual skill. No question in any examination shall relate to political or religious opinions or affiliations, and no appointment or selection to an office or for employment within the scope of the rules established as aforesaid shall be in any manner affected or influenced by such opinions or affiliations.

SEC. 6. Officers who are elected by the people, or who by statute are required to be elected by the city council, inspectors and clerks of election, members of any board of education, the superintendents and teachers of schools, heads of any principal departments of the city, all members of the law, fire and police departments, offices and clerks for the faithful discharge of whose duties a superior officer is required to give bond, one private secretary of the Mayor, and any other officers, clerks or employes in the service of the city whose positions, in the judgment of the said City Service Commissioners, can not, for the time being, be subjected, with advantage to the public service, to the general rules prepared under this act, shall not be affected as to their election, selection or appointment, by such rules made by said Commissioners.

SEC. 7. Every application, in order to entitle the applicant to appear for examination, or to be examined, must state the facts under oath on the following subjects: (1) full name, residence and post-office address; (2) citizenship; (3) age; (4) place of birth; (5) health and physical capacity for the public service; (6) previous employment in the public service; (7) business or employment and residence for the previous five years; (8) education. Such other information shall be furnished by the applicant as may reasonably be required by the Board touching the applicant's fitness for the public service.

SEC. 8. **[As amended by Sec. 2, Chapter 218 of 1897.] The said board shall appoint a chief examiner, whose duty it shall be, under its direction, to superintend any examinations held in such city under this act and who shall perform such other duties as the board shall prescribe. Such chief examiner shall be ex-officio secretary of the board, and under the direction of such board he, as such secretary, shall keep and record minutes of its proceedings, preserve all reports made to it, keep a record of all examinations held under its direction, and perform such other duties as the board may from time to time prescribe. Such chief examiner shall receive a salary to be fixed by said board at a sum not exceeding the rate of fifteen hundred dollars per annum, which shall be paid monthly by the city treasurer on the certificate of the president of said board countersigned by the city comptroller. He shall be subject to removal at any time by said board. The said board may also incur such expenses for clerk hire, printing, stationery and other incidental matters as it shall deem necessary; provided, however, that the total amount of all expenditures by it incurred during any year, including the compensation of the chief examiner, clerks and other employes, shall not exceed the amount of the special fund herein provided and known as "the city civil service fund."**

[Additional provisions are contained in the following Section of said Chapter 218 of the Laws of 1897, to-wit:]

SEC. 3. **From and after the passage and publication of this act, the common council shall levy and collect annually, upon all taxable property of the said city, at the same time and in the same manner as other city taxes are levied and collected by law, a special tax not exceeding one thirty-fifth of a mill upon each dollar of the assessed value of said taxable property, the amount of which shall be determined by said board of city service commissioners and certified by it to the common council and to**

the city comptroller within ten days after the passage and publication of this act, and thereafter before the twentieth day of January in each year, and the entire amount of such special tax shall constitute a separate and distinct fund to be known as the "city civil service fund," and shall not be used or appropriated, directly or indirectly, for any other purpose than paying the salaries of the chief examiner, clerks and employes of said board and the other necessary expenses of carrying out the purposes of this act. All disbursements on account of such city civil service fund, except for the salary of the chief examiner, shall be paid by the city treasurer on the orders of the president and secretary of the board, countersigned by the city comptroller.

SEC. 9. The Board shall control all examinations, and may, whenever an examination is to take place, designate a suitable number of persons, either in or not in the official service of the city, to be examiners, and it shall be the duty of such examiners, and, if in the service of the city, it shall be a part of their official duty without extra compensation, to conduct examinations as the Board may direct, and make return or report thereof to such Board; and the Board may, at any time, substitute any other person, whether or not in such service, in the place of any one so selected; and the Board may themselves, at any time, act as such examiners, and without appointing examiners. The examiners, at any examination, shall not all be members of the same political party, and no person shall serve in an examination of candidates for office under the provisions of this act in case of a relative or connection by marriage within the degree of first cousin.

SEC. 10. **[As amended by Sec. 4, of Chap. 218, of 1897.] Notice of the time, place and general scope of every examination shall be given by the board by publication at least four times on alternate days, beginning at least ten days before the date of such examination, in one or more daily newspapers of general circulation published in such city, and such notice shall also be posted by said board in a conspicuous place in its office at least ten days before such examination. Such further notice of examinations may be given as the board shall prescribe.**

SEC. 11. From the returns or reports of the examiners, or from the examinations made by the Board, the Board shall prepare and keep a register for each grade or class of position in the service of such city, of the persons whose general average standing upon examination

for such grade or class is not less than the minimum fixed by the rules of such Board, and who are otherwise eligible, and such persons shall take rank upon the register as candidates in the order of their relative excellence as determined by examination, without reference to priority of time of examination.

SEC. 12. **[As amended by Sec. 5, Chap. 218, of 1897.] Immediate notice in writing shall be given by the appointing power, to said board of city service commissioners, of all appointments, permanent or temporary, made pursuant to this act and the rules made and established under the same, in those branches or departments of the civil service of such city which are subject to this act and the rules of said board, and all transfers, promotions, resignations, other changes or vacancies from any cause in such branches or departments of the city service, and of the date thereof, and a record of the same shall be kept by said board. When any office or place of employment, subject to such rules, is created or abolished, or the compensation attached thereto is altered, the officer or board making such change shall immediately report the same in writing to said board of commissioners.**

SEC. 13. Said Board of Commissioners shall, on or before the 15th day of March in each year, make to the Mayor for transmission to the City Council, a report showing its own action, the rules in force, the practical effects thereof, and any suggestions it may approve for the more effectual accomplishment of the purposes of this act. The Mayor may require a report from said Board at any other time.

SEC. 14. All officers of any such city shall aid said Board in all proper ways in carrying out the provisions of this act, and, at any place where examinations are to be held, shall allow the reasonable use of the public buildings for holding such examinations. The Mayor of each city shall cause suitable rooms to be provided for said Board at the expense of such city; and a sufficient sum of money shall be appropriated each year by each city to carry out the provisions of this act in such city.

SEC. 15. No person or officer shall willfully and corruptly, by himself or in co-operation with one or more other persons, defeat, deceive or obstruct any person in respect to his or her right of examination, or corruptly or falsely mark, grade, estimate or report upon the examination or proper standing of any person examined hereunder, or aid

in so doing or willfully or corruptly make any false representations concerning the same or concerning the person examined, or willfully or corruptly furnish to any person any special or secret information for the purpose either of improving or injuring the prospects or chances of any person so examined, or to be examined, being appointed, employed or promoted.

SEC. 16. **[As amended by Sec. 6, Chap. 218, of 1897.] No comptroller or accounting or auditing officer of such city shall allow the claim for services of any person employed in the public service in violation of the provisions of this act or of the rules made and established by the board of city service commissioners pursuant to this act.**

SEC. 17. The Board of City Service Commissioners shall certify to the Comptroller all appointments to offices and places in the civil service of the city, subject to their rules, and all vacancies occurring therein, whether by dismissal, resignation or death. No Comptroller of any such city shall approve the payment of or be in any manner concerned in paying any salary or wages to any person, subject to such rules, for services as an officer or employe of such city, before the appointment of such person to the city service has been certified by the Board to the Comptroller, nor after the vacation of such person's office or employment shall have been so certified.

SEC. 18. No Paymaster, Treasurer or other officer or agent of such city shall willfully pay, or be in any manner concerned in paying any person subject to the rules adopted by said Commissioners under this act, any salary or wages for services as an officer or employe of such city, before the appointment of such person to the civil service of such city has been certified by the Board to the Comptroller, nor after the vacation of such person's office or employment shall have been so certified.

SEC. 19. Any person who shall willfully, or through culpable negligence, violate any provision of this act or any rule promulgated in accordance with the provisions thereof, shall be guilty of a misdemeanor, and shall, on conviction thereof, be punished by a fine of not less than fifty dollars and not exceeding one thousand dollars, or by imprisonment in the county jail for a term not exceeding six months, or by both such fine and imprisonment in the discretion of the court.

SEC. 20. *If any* person shall be convicted under the next preced-

ing section, any public office which such person may hold shall, by force of such conviction, be rendered vacant, and such person shall be incapable of holding office for the period of five years from the date of such conviction.

SEC. 21. Prosecutions for violations of this act may be instituted either by the Attorney-General, the state's attorney for the county in which the offense is alleged to have been committed, or by the Board acting through special counsel. Such prosecutions shall be conducted and controlled by the prosecuting officers who institute them, unless they request the aid of other prosecuting officers.

[Additional provisions are contained in the following Sections of said Chapter 218 of the Laws of 1897, to-wit:]

SEC. 7. **It shall be the duty of every board of city service commissioners appointed under and in pursuance of the provisions of said chapter 313, of the laws of 1895, to investigate the enforcement of said act and of its rules, adopted in accordance with its provisions to carry out the purposes of said act and the action of the examiners in said act provided for, and the conduct and action of the appointees in the official service in its city, and may inquire as to the nature, tenure and compensation of all offices and places in the public service thereof. In the course of such investigations each commissioner shall have power to administer oaths, and said board shall have power to secure by its subpoena both the attendance and testimony of witnesses and the production of books and papers relevant to such investigation.**

SEC. 8. **Any person who shall be served with a subpoena to appear and testify, or to produce books and papers, issued by the board of city service commissioners in the course of any investigation conducted under the provisions of section 6 [7], of this act, and who shall refuse or neglect to appear and testify or to produce books and papers relevant to such investigation, as commanded in such subpoena, shall be guilty of a misdemeanor, and shall on conviction be punished by fine or imprisonment or both in the discretion of the court, as provided in and by section 19, of the said act hereby amended. The fees of witnesses for attendance and travel shall be the same as the fees of witnesses before the circuit courts of this state, and shall be paid from the appropriation for the expenses of the board. Any circuit court of this state, or any judge thereof, whether in term time or vacation, upon application of the board, may compel the**

attendance of witnesses, the production of books and papers and giving of testimony before the board by attachment for contempt or otherwise, in the same manner, as the production of evidence may be compelled before said court. Every person, who, having taken an oath or made affirmation before a commissioner in the course of such an investigation, shall swear or affirm willfully, corruptly and falsely, shall be guilty of perjury, and upon conviction shall be punished accordingly.

SEC. 9. No officer or employe of such city shall discharge, or degrade, or promote, or in any manner change the official rank or compensation of any other officer or employe, or promise or threaten to do so, for giving or withholding any contribution of money or other valuable thing for any party or political purpose, or for refusal or neglect to render any party or political service.

SEC. 10. No applicant for appointment in such official service, either directly or indirectly, shall pay or promise to pay any money or other valuable thing to any person whomsoever, for or on account of his appointment or proposed appointment, and no officer or employe shall pay or promise to pay, either directly or indirectly, to any person any money or other valuable thing whatever for or on account of his promotion.

SEC. 11. No person while holding any office in the government of such city, or any nomination for, or while seeking a nomination for or appointment to, any such office, shall corruptly use, or promise to use, either directly or indirectly, any official authority or influence in the way of conferring upon any person, or in order to secure or aid any person in securing, any office or public employment or any nomination, confirmation, promotion or increase of salary, upon the consideration or condition that the vote or political influence or action of the last named person or any other shall be given or used in behalf of any candidate, officer or party, or upon any other corrupt condition or consideration.

SEC. 12. Any acts and parts of acts conflicting with the provisions hereof are hereby repealed.

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COLUMBIA UNIVERSITY
POLITICS LABORATORY
HAMILTON HALL

SEO

FRANK A. KREHLA
W.W. McINTYRE
J. J. VLACH
AUGUST DIETRICH
WM. GUTENKUNST

PUBLIC
ASTOR, LENOX
TILDEN F

FIFTEENTH ANNUAL REPORT

OF THE

BOARD OF CITY SERVICE COMMISSIONERS

OF THE

CITY OF MILWAUKEE

MILWAUKEE, WISCONSIN
U. S. A.

JANUARY 1, 1910

CANNON PRINTING CO., MILWAUKEE.
1910

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ASTOR, LENOX AND TILDEN FOUNDATIONS

BOARD OF CITY SERVICE COMMISSIONERS.

President,

AUGUST DIETRICH.

AUGUST DIETRICH.....Term expires on the first Monday in July, 1910
FRANK A. KREHLA.....Term expires on the first Monday in July, 1911
WM. W. McINTYRE.....Term expires on the first Monday in July, 1912
WILLIAM GUTENKUNST.....Term expires on the first Monday in July, 1913

Chief Examiner and Secretary,

J. J VLACH.

FORMER BOARDS OF CITY SERVICE COMMISSIONERS.

1895.

The following gentlemen were appointed in the month of June, 1895:

JOSHUA STARK, *President*, -	Term to expire in July, 1899
CONRAD NIEDERMAN, - -	Term to expire in July, 1898
CHARLES H. STROHMEYER, -	Term to expire in July, 1897
JAMES CONROY, - - -	Term to expire in July, 1896

1896.

CONRAD NIEDERMAN, *President.*
JOSHUA STARK.
CHAS. H. STROHMEYER.
EMMONS E. CHAPIN.

1897.

CONRAD NIEDERMAN, *President.*
JOSHUA STARK.
EMMONS E. CHAPIN.
CHAS. H. STROHMEYER.

1898.

CHAS. H. STROHMEYER, *President.*
JOSHUA STARK.
EMMONS E. CHAPIN.
*CARL C. JOYS.
EDGAR L. WOOD.

1899.

EMMONS E. CHAPIN, *President.*
CHAS. H. STROHMEYER.
EDGAR L. WOOD.
ERNEST P. BUTLER.

1900.

EDGAR L. WOOD, *President.*
CHAS. H. STROHMEYER.
ERNEST P. BUTLER.
GEO. P. ZIEGLER.

1901.

ERNEST P. BUTLER, *President.*
EDGAR L. WOOD.
**GEO. P. ZIEGLER.
EDMUND GRASSLER.

1902.

ERNEST P. BUTLER, *President.*
WM. W. McINTYRE.
EDMUND GRASSLER.
JOHN H. WINDFELDER.

1903.

WM. W. McINTYRE, *President.*
EDMUND GRASSLER.
JOHN H. WINDFELDER.
FRANK A. KREHLA.

1904.

EDMUND GRASSLER, *President.*
JOHN H. WINDFELDER.
FRANK A. KREHLA.
WM. W. McINTYRE.

1905.

JOHN H. WINDFELDER, *President.*
FRANK A. KREHLA.
WM. W. McINTYRE.
JAMES CONROY.

1906.

FRANK A. KREHLA, *President.*
WM. W. McINTYRE.
***JAMES CONROY.
IRVING B. CARY.

1907.

WM. W. McINTYRE, *President.*
FRED A. LANDECK,
****IRVING B. CARY,
FRANK A. KREHLA.

1908.

FRED A. LANDECK, *President.*
AUGUST DIETRICH.
FRANK A. KREHLA.
WM. W. McINTYRE.

*Resigned September, 1898.
**Resigned July 9, 1902.
***Died March 20, 1907.
****Resigned in 1908.

MILWAUKEE, WIS., March 15, 1910.

Honorable David S. Rose, Mayor of the City of Milwaukee.

DEAR SIR:—In accordance with Section 13 of the Civil Service Act, the Board of City Service Commissioners respectfully submits to you its Fifteenth Annual Report for the year ending December 31, 1909, to be transmitted to the common council, as per statute in such case made and provided.

The report of the Chief Examiner and Ex-Officio Secretary is appended hereto, describing in full the examinations held, their results, also promotions, transfers, and the whole transaction of the City Service Board during the last year.

The Civil Service Department was conducted economically and on a business basis, and with a view of serving the people truly and faithfully. The Board performed its duties honestly and with impartiality, and always endeavored to co-operate harmoniously with all the departments of the city government.

The examinations were conducted under the charge of J. J. Vlach, Chief Examiner and Ex-Officio Secretary of the Board, who with his assistants, Mr. E. E. Caufy and Miss K. A. Schauble, have diligently and honestly done their duties to the entire satisfaction of the Board and the people.

Respectfully submitted,

AUGUST DIETRICH,
President.

FRANK A. KREHLA,
WM. W. McINTYRE,
WM. GUTENKUNST,
Commissioners.

APPENDIX

EXHIBIT A

RULES FOR THE CIVIL SERVICE
OF THE
CITY OF MILWAUKEE

DIVISION A.

GENERAL DIRECTIONS AND INFORMATION

FOR BOTH THE

OFFICIAL SERVICE AND LABOR SERVICE.

RULE I.

TITLES, NAMES, PAY-ROLLS, NOTICES OF CHANGES IN SERVICE.

SECTION 1. Every department, sub-department, office, position, etc., in the City Service, shall be known by only one title. Each title shall be applied only to one department, sub-department, class of positions or other category.

SEC. 2. In regard to entries in the City Service made since the Civil Service act went into effect, the sworn applications in the archives of the City Service office shall form the basis of the Civil Lists whenever possible.

SEC. 3. The spelling of the first names and the surnames in all lists and pay-rolls must correspond with those in the applications.

SEC. 4. All officials, including ward superintendents and other heads of sub-departments whose duty it is to write pay-rolls, shall keep a correct transcript of the names of persons employed under them, as stated in the corrected Civil Lists in the City Service office and in the offices of the respective city departments, and write the first names and surnames correctly thereafter on every pay-roll.

SEC. 5. The names of employes of several classes may appear on the same pay-roll; but those of each class must be kept separate from those of every other class, to facilitate control.

SEC. 6. In order that the Civil Lists may be kept correct and complete, every appointing officer or board shall give the City Service office prompt official notice of all changes in their service, including appointments, promotions, transfers, separation from service caused by dismissal, resignation or death, or any other cause, changes of residence, etc., giving the name, date, position, department and compensation, on forms prescribed by the Board. All such changes in the

service (changes of residence excepted) shall be certified to the City Comptroller by the Board, in order that the basis for the Comptroller's audits may be kept complete and that no payments be made in violation of these rules.

SEC. 7. The Board will extend the operation of the rules to classes not yet under the rules as soon as practicable and advantageous to the city; will alter or rescind rules where circumstances make it necessary; will make new rules, and will, from time to time, adopt rulings, definitions and instructions for the Chief Examiner.

RULE II.

CLASSIFICATION.

SECTION 1. The offices and places in the service of the city, coming within the provisions of Chapter 313 of the laws of 1895, shall be classified in two divisions.

The first division shall be known as the OFFICIAL SERVICE.

The second division shall be known as the LABOR SERVICE.

SEC. 2. The OFFICIAL SERVICE shall, as soon as practicable, include the following classes of offices and positions of a more or less permanent character drawing annual or monthly salaries, and such of those drawing wages per diem as require the supervision of the men of a sub-department, ward or district, or the inspection of public work.

Exceptions are indicated in Sec. 6 of the Civil Service Law.

CLASS I. *Medical Service:* All positions, the duties of which require knowledge of the profession of medicine, or some branch thereof.

CLASS II. *Civil Engineering:* All positions, the duties of which require knowledge of the profession of civil engineering or of some branch thereof.

CLASS III. *Clerical Service:* All positions of clerks, messengers, copyists, recorders, stenographers, typewriters, bookkeepers or other similar service, whether paid by the year, month or day, or by the piece, or in any other way.

CLASS IV. *Electrical Service.* All positions, the duties of which require special knowledge of electricity in some form of its application.

CLASS V. *Mechanical Service*: All positions, the duties of which require a knowledge of steam engines, boilers and other machinery, their care and operation; and all other positions requiring special mechanical knowledge or skill.

CLASS VI. *Inspection Service.* All positions under the Department of Public Works, not included in any other class, the duties of which relate to inspection, whether of work done, material furnished, or other matters.

CLASS VII. *Janitor and Elevator Service:* All positions connected with the care and operation of public buildings.

CLASS VIII. *Library and Museum Service:* All positions connected with the administration of the Public Library and Public Museum.

CLASS IX. *Bridge Tenders.*

CLASS X. *Service in the Nature of Police Service,* including the positions of Harbor Master, Sanitary Inspectors, Park Police, Watchmen and other similar positions.

CLASS XI. *Superintendents or Foremen of Labor* officially designated by those titles.

CLASS XII. *Miscellaneous Service*: All offices and places of employment coming under the provisions of these rules, whatever the character and designation of the same may be, which are not included in any of the foregoing classes or in the Labor Service.

SEC. 3. The classes of the OFFICIAL SERVICE shall be graded according to the compensation as follows:

1st Grade—Compensation at the rate of less than $600 per year.
2nd Grade—Compensation at $600 or more, and less than $800.
3rd Grade—Compensation at $800 or more, and less than $1,000.
4th Grade—Compensation at $1,000 or more, and less than $1,200.
5th Grade—Compensation at $1,200 or more, and less than $1,500.
6th Grade—Compensation at $1,500 or more, and less than $1,800.
7th Grade—Compensation at $1,800 or more, and less than $2,100.
8th Grade—Compensation at $2,100 or more, and less than $2,500.
9th Grade—Compensation at $2,500 or more.

SEC. 4. The LABOR SERVICE shall include all common laborers and skilled laborers, or other employes, not included in the Official Service as above defined, in Sec. 2 of Rule II.

SEC. 5. CIVIL LISTS: Two lists, to be known as the Civil Lists of the city shall be kept in the office of the Board.

One of them shall contain the name of every person employed in and receiving compensation in the Official Service under the Civil Service rules, and shall be called "OFFICIAL CIVIL LIST."

The other shall contain the name of every person employed and

receiving compensation in the Labor Service under Civil Service rules and shall be called "LABOR CIVIL LIST."

Besides the names of officers and employes, they shall exhibit the titles of their offices or positions; the compensation attached thereto, the application number, if appointed since the Civil Service act went into effect; the department or sub-department in which employed, the date or dates of certification; the date of appointment, if known; the last previous position, if any, filled in the City Service; the date of promotion or transfer, if promoted or transferred; to what position promoted or transferred, if any; the date of termination of employment, and the cause of termination of employment.

RULE III.

QUALIFICATIONS, APPLICATION AND REGISTRATION.

SECTION 1. Applicants for appointment in the service of the city must be citizens of the United States, of full age, and must have resided in the city not less than three years next preceding the date of their application.

Residence in territory annexed to the City of Milwaukee for three years immediately previous to such annexation and application shall be deemed equivalent to residence in said city, within the meaning of this rule.

SEC. 2. Every application must be in writing, signed by the applicant, and made under oath or affirmation before an officer authorized by law to administer oaths.

SEC. 3. Every application must be made in the form prescribed by the Board, at proper office hours.

SEC. 4. All applicants must furnish with their applications satisfactory proofs that they are persons of good moral character, of correct and orderly deportment, and of temperate and industrious habits.

SEC. 5. Every application must be accompanied by the certificates of not less than three reputable citizens of Milwaukee, freeholders therein, not holding any city, county or state office, each certifying that he has been personally acquainted with the applicant for at least three years last past, and believes him to be of good moral character, of correct and orderly deportment, of temperate and industrious habits, and in all respects fit for the service he wishes to enter, and that such citizen is willing that his certificate shall be made public.

Additional certificates may be required in any case in the discretion f the Board.

SEC. 6. Any false statement knowingly made by any applicant in is application for admission to any examination, or made at his request r with his knowledge, in any certificate, which may accompany his pplication, or any other fraudulent conduct, shall be regarded as good ause for excluding him from such examination or for removing his name from any register or eligible list.

SEC. 7. No application will be accepted from any person habitually using intoxicating liquors to excess, or from any person who has been convicted of any offense against the laws of this or any other state, or of the United States.

SEC. 8. Defective applications will be returned to applicants, if the defects are detected before registry, and an opportunity given them o correct the same.

SEC. 9. Whenever any application shows that the applicant is ot qualified under these rules and regulations, such application will be ejected, and the applicant notified of the reason therefor.

SEC. 10. The date of the reception of each accepted application hall be endorsed thereon, the application filed in the office of the oard, and the name of the applicant entered upon an application egister.

SEC. 11. CITIZENSHIP: The written statement of an applicant of egal age, upon his oath or affirmation, that he was born at a certain pecified place in the United States.

Or that he served in the Union army or navy during the late war f the rebellion and was honorably discharged;

Or that his father became a full citizen while the applicant was a inor;

Shall be considered sufficient proof of his citizenship to make his pplication acceptable, unless circumstances cause doubts as to the ruthfulness of such statement, or as to the facts involved, in which ase additional proof may be required.

Naturalized citizens must produce for inspection by the Chief Examiner their certificates of naturalization.

SEC. 12. In case of loss of "citizen papers" or the "honorable lischarge," by fire or otherwise, any one of the following proofs will e accepted, supplementing the affidavit of the applicant in question:

A. Certifications from the records of the court where the papers were originally issued, or of the War Department.

B. The affidavit of a citizen of the United States and freeholder of at least five years' residence in Milwaukee, to the effect that he knows the said applicant to have been in possession of his "second naturalization paper" at or about a certain time.

C. The affidavit of a citizen of the United States and freeholder of at least five years' residence, or the certificate of the clerk of any court of record under the seal of said court, to the effect that the said applicant has served as a juror in said court.

D. In the case of a Union Veteran, the affidavit of one of his comrades-in-arms that he knows him to have served in the United States army or navy and to have had an honorable discharge from that service.

SEC. 13. Satisfactory information at any time produced to the Board, either before or after examination, of the bad character or dissolute habits of any applicant, or of any criminal or disreputable act or conduct of such applicant, or of his dismissal for good cause from any branch of public service, shall be sufficient to exclude him from examination or to remove his name from any eligible list.

SEC. 14. Persons whose names have been stricken from any register or eligible list, shall not be permitted to make a new application within one year thereafter.

SEC. 15. The Board will make such regulations as they deem necessary to identify the registered applicants and to preserve a record of their conduct.

RULE IV.

EXAMINATIONS AND ELIGIBLE LISTS.

SECTION 1. The names of those whose applications have been received and filed will be admitted to examinations as hereinafter prescribed.

SEC. 2. Applicants who pass their examinations satisfactorily shall be registered in the eligible lists of their respective classes according to the rules.

SEC. 3. When an applicant having the necessary qualifications for the position sought, in the judgment of the Board, merits special recognition for extraordinary services rendered to the city, the State of Wisconsin or the United States, or for other sufficient reasons, the Board may advance his standing upon the eligible lists on the ground of character and experience. The reasons for such action shall be recorded in the proceedings.

SEC. 4. If an applicant on any eligible list is appointed to a temporary position, he shall resume his standing on the eligible list after the termination of the temporary employment.

SEC. 5. The names of applicants

Who, for sufficient reasons are not admitted to an examination, or

Who do not respond to a call for examination, or for correction of papers, or

Who report for examination, but do not complete the same, or

Who do not attain the required minimum rating at any examination, shall be stricken from the registers.

SEC. 6. If any applicant whose name is on the eligible list refuses or neglects to accept a place offered him upon proper appointment, his name shall be stricken from the said eligible list, unless he gives reasons satisfactory to the Board for continuing him on the list, notwithstanding such refusal.

SEC. 7. Eligible lists are to continue in force for one year from the date of their declaration, except as provided by Section 8.

SEC. 8. The Board may, at any time, by resolution, discontinue any eligible list, or continue any eligible list in force for a second year, or for a shorter or a longer period of time.

SEC. 9. The Secretary may from time to time require eligibles to declare whether they wish to have their names retained upon the respective eligible lists. If they answer in the negative or do not respond within ten days, their names shall be expunged therefrom.

SEC. 10. Any applicant whose name shall have been placed upon the proper eligible list, and who shall thereafter have been employed in the City Service under these rules and temporarily laid off or granted leave of absence, will not again be required to make application for employment, but his name shall remain upon the proper Civil List until removed therefrom by the Board for cause.

RULE V.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Except in cases hereinafter mentioned, whenever there is a vacancy to be filled in any position in the City Service subject to these rules, the appointing officer or board shall make written requisition in duplicate upon this Board, on the blank forms prescribed by the same, for the names of persons eligible for appointment to such position.

SEC. 2. In order to allow the appointing power a limited selection, the Chief Examiner shall, after receiving the requisition, certify the following number of names from the head of the pertinent eligible list:

For 1 or 2 appointments, 2 names more than the required number shall be certified.

For 3 or 4 appointments, 3 names more than the required number shall be certified.

For 5 to 7 appointments, 4 names more than the required number shall be certified.

For 8 to 11 appointments, 5 names more than the required number shall be certified.

For 12 to 16 appointments, 6 names more than the required number shall be certified.

For 17 to 30 appointments, 7 names more than the required number shall be certified.

For more than 30 appointments, approximately 1¼ times the number required shall be certified.

In case the requisition shall specify the female sex, persons of that sex may be certified; otherwise persons of the male sex alone will be certified.

SEC. 3. Whenever the Board is notified, in and by the requisition, that any position to be filled requires special skill and proficiency in a particular branch of industry, art or service, they may direct the Chief Examiner to certify the proper number of names of persons having the highest standing among those proficient in such special branch.

SEC. 4. The appointing officer or Board may select the required number of names from those certified to him.

In all cases where the names of such appointees are not the first of the names certified, the officer or board making the appointments shall notify the Board in writing of the reason for such action.

SEC. 5. No appointment to any office, or place, subject to the provisions of Chapter 313 of the laws of 1895, and to the provisions of these rules, shall be made except in the manner required by these rules.

SEC. 6. Temporary exceptions may be made in cases of emergency where the public business would suffer otherwise from delay. No such appointment for an emergency shall continue for more than ten days, except with the express consent of the Board.

In every case the officer making such temporary appointment

shall immediately report the same with a statement of the reason therefor, and of the time for which he deems such appointment necessary.

Such temporary appointment may be suspended by the Board, if, in its judgment, no satisfactory reason existed for making the same.

DIVISION B.

Special Rules for the Government of the Official Service.

RULE VI.

SPECIAL QUALIFICATIONS OF APPPLICANTS.

SECTION 1. Where, in the opinion of the Board, special qualifications are required, and the appointing officer requests, in writing, that the examination for any position in the Official Service be open to persons who are not citizens or residents, or not of full age, the Board may grant such exceptions if it approves of the reasons given.

SEC. 2. When, in the judgment of the Board, the public service will be benefited thereby, examinations for positions in the Official Service may be open to persons of either sex who are 18 years of age and upwards, who otherwise possess the qualifications prescribed by these rules.

RULE VII.

APPLICATIONS.

SECTION 1. Application for admission to any examination in the Official Service may be made at proper office hours, subject, however, to the restriction that it must be filed with the Chief Examiner at least three days before the day fixed for the examination, and to other restrictions herein mentioned, or published by the Board from time to time.

SEC. 2. Each application must contain a statement under oath or affirmation, and in the applicant's own handwriting, showing the following facts:

(1.) Position for which application is made.

(2.) Full name, residence and postoffice address.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) In the case of Ward Superintendents and Assessors, period of residence in the ward.

(7.) Condition of health and physical capacity for the public service.

(8.) Previous employment in the public service.

(9.) Business or employment and residence for the previous five years.

(10.) Names, occupation and residence of all persons in whose employ the applicant has been during the next preceding five years.

(11.) Character and extent of applicant's education.

(12.) That the applicant is not in the habit of using intoxicating liquors to excess.

(13.) That he has not been convicted of any offense against the laws of this or any other State or of the United States.

(14.) Whether married or single, and, in the former case, the number and age of members of the family dependent upon his or her support.

(15.) Such other information as may reasonably be required touching applicant's fitness for the public service.

SEC. 3. Applicants for the positions of Ward Superintendent and Assessor must have been residents not less than six months in the ward in which their duties are to be performed.

SEC. 4. No application for the position of bridge tender shall be received from any man who is less than thirty years, nor more than fifty-five years of age.

SEC. 5. The Chief Examiner will give to each applicant, by mail, at least two days' previous notice of the time and place of examination.

Applicants must produce this notice at the place of examination, where it will be taken up by the Chief Examiner or other person in charge of the examination.

Section 6. Applicants for the position of park policeman must not be less than twenty-four nor more than forty years of age, nor less than five feet seven and one-half inches in height, nor less than one hundred and fifty pounds in weight.

Section 7. Applicants for the position of sanitary inspector and ıe position of milk inspector must not be less than twenty-one nor ıore than forty years of age, nor less than five feet six inches in eight, nor less than one hundred and forty-five pounds in weight.

SEC. 8.—Applicants for the positions of superintendent or assistant uperintendent at natatoria must be married men.

SEC. 9.—(Approved Mch. 3, 1910, as amended May 25, 1910.) Applicants for the position of meat inspector must not be less than 21 ıor more than fifty years of age.

RULE VIII.

EXAMINATIONS.

SECTION 1. Examinations for the OFFICIAL SERVICE shall be open o all persons possessing the qualifications required by law and by hese rules to entitle them to the same, and who have made due ıpplication in the form required by these rules.

SEC. 2. Examinations shall be held at such times and places as he Board shall from time to time designate.

SEC. 3. No visitors shall be admitted during examinations, except ɔy special permission of the Chief Examiner or the Board.

SEC. 4. The subjects of examination shall be designated from time to time by the Board.

SEC. 5. The relative weight to be attached to each subject at each examination shall have regard to the importance of such a subject as a test of fitness for the particular position to which such examination relates.

SEC. 6. No person shall be entitled to a place upon an eligible list whose average standing upon a just grading in the examination, taking into consideration the relative weight given to the different subjects covered by the examination and to character and experience, shall be less than seventy-five per cent. of complete proficiency.

SEC. 7. The examinations shall be carried on under the supervision of the Chief Examiner, and shall be conducted by him personally whenever practicable.

SEC. 8. In any case where technical or special knowledge or skill is required as a qualification for the position sought, the Board may designate any suitable person or persons possessing the necessary qualifications to conduct or assist in such examination.

SEC. 9. An applicant whose name is on an eligible list may take a new examination for the same position before or after his term of eligibility *has expired.*

SEC. 10. Every applicant present at any examination shall conform to the following instructions:

(1.) Sign your full name upon the identification sheet (Form 4), place it in the small, blue identification envelope, and seal immediately.

(2.) Do not write your name anywhere else while in the examination room.

(3.) Write your answers to Division I on the paper marked Division I, those to Division II on the paper marked Division II, etc.

(4.) Do not copy the questions on the answer sheets.

(5.) Mark each answer with the same number or letter by which the corresponding question is marked on the question sheet.

(6.) Give all calculations in full. Do not use odd paper to multiply or divide, but write all the figures that you have to use on the answer sheet. Should you detect mistakes in your figuring, cross out the wrong work and commence once more. A mistake corrected will not lower your standing.

(7.) Do not write beyond the red line on the right. This space is needed for the marking of your answers.

(8.) No applicant is permitted during any examination, in any manner whatever, to give assistance to any other applicant, or to receive assistance from any person whatever, or to communicate with any person or to leave the room without a guard provided by the Chief Examiner or his assistant.

(9.) A violation of these rules or instructions may exclude the offender from the examination and from all registers of the City Service Department.

SEC. 11. The papers of each applicant shall be marked and graded under his examination number.

SEC. 12. The identification envelope shall not be opened unless by special direction of the Board or its President, until such marking and grading have been passed upon by the Board.

After the grading is finished, the envelopes shall be opened for the purpose of ascertaining the names of the successful applicants and determining their positions upon the proper eligible list.

Whenever in the opinion of the President, it is necessary to obtain further information regarding the character, experience or other antecedents and qualifications of the competitors, or any one of them, before the Board meets to determine the final grading, he may authorize the Chief Examiner to open the identification envelopes for the purposes of obtaining the needed addresses and references.

SEC. 13. The examination and marking of every applicant examned shall be open to inspection by such applicant.

SEC. 14. The examination papers with marking and final rating of any applicant certified for appointment may be exhibited to the respective appointing officer at the office of this Board and in the presence of the Chief Examiner.

RULE IX.

ELIGIBLE LISTS.

SECTION 1. The names of those applicants who have attained a standing of seventy-five per cent. and over at any examinaton shall be placed in the order of their relative standing upon a register called "eligible list."

SEC. 2. The Board may consolidate two or more eligible lists of the same kind by rearranging all the eligibles named therein according to their standing.

SEC. 3. When an applicant has been appointed to a position in the official service, his name shall be stricken from that eligible list from which he was certified.

SEC. 4. An applicant registered in any eligible list, whose appointment is rejected by the appointing officer or board, for reasons reported to the Board, may be retained on said list, unless he or she shall be thus rejected three times.

Such repeated rejection shall be sufficient cause for removing the name of such person from the eligible list.

RULE X.

REQUISITIONS, CERTIFICATIONS AND APPOINTMENTS.

SECTION 1. Whenever an appointing board or officer shall make a requisition upon this Board for names of eligibles for appointment, the Chief Examiner shall certify to such board or officer for the vacancy or vacancies to be filled, as many names of persons highest in standing upon the proper eligible list in the order of such standing, as fixed by Rule V.

SEC. 2. In case any office or employment requires such special qualifications that the Board is unable to comply with the requisition made with a view to an appointment to that office, they may in their discretion allow a provisional appointment to be made, subject to their approval, and to continue in force only until a proper eligible list can be obtained by examination, or until further action by the Board.

In other cases, if there be no eligible list, and a prompt appointment be required, the Board may authorize the appointing officer to select a suitable person possessing the general qualifications required of all applicants. Such person shall be subjected by the Board to a non-competitive examination, and if found qualified shall be certified for appointment.

Whenever practicable, however, a competitive examination of applicants shall be held for every office.

RULE XI.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person holding a position in the Official Service may be transferred to another position of the same class and grade, in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such transfer shall be desirable.

SEC. 2. Any person holding a position in the Official Service may be promoted to a higher grade of the same or a similar class, in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such promotion shall be for the best interest of the service.

SEC. 3. All transfers and promotions shall be subject to approval by the Board.

RULE XII.

INSPECTORS OF WORK DONE UNDER CONTRACT.

SECTION 1. No applicant shall be certified for the position of inspector of any work to be done under contract who is not a practical and experienced workman in the branch of work over which he seeks to be made an inspector.

SEC. 2. In the case of applicants who have heretofore been employed by the city in such positions, the head of the department under which such former employment was had will be called upon for full reports as to the past record of such applicants for faithfulness, competency and efficiency, and such reports shall be made in writing. Great weight will be given to such reports.

SEC. 3. Any applicant for the position of inspector of work to be done under contract, whose name shall have been placed on the proper eligible list, and who shall thereafter have received an appointment,

to such a position, will not again be required to make an application to the Board of City Service Commissioners; but his name shall remain upon the proper eligible list until removed therefrom by the Board for cause.

SEC. 4. Whenever any new public work is to be commenced, the inspector having the highest standing among the unemployed individuals of the eligible list of his class shall have preference, and each one shall at all times be reassigned to work in the order of his rating.

SEC. 5. But if not appointed to such position, no applicant's name shall be retained upon such eligible list for more than one year, unless he shall so request in writing and his request granted by the Board.

In case he so request, his name may be continued upon such eligible list, at the discretion of the Board, for a second year, or a shorter period of time, subject, however, to be removed therefrom at any time for cause in accordance with these rules.

DIVISION C.

Special Rules for the Government of the Labor Service.

RULE XIII.

QUALIFICATIONS OF APPLICANTS.

SECTION 1. On the written request of an appointing officer or board in any department, the Board may direct that employment in any designated branch of the Labor Service in such department shall be open to minors, not, however, less than fifteen years of age.

SEC. 2. Skilled mechanics must have served not less than four years as journeymen at their respective trades.

RULE XIV.

APPLICATIONS.

SECTION 1. When the applications for work in any branch of the Labor Service are in the opinion of the Board, sufficient in number to meet all probable demands for a period of six months or more, registration in that branch shall be suspended until again ordered by the Board.

SEC. 2. Each application shall show the following facts:

(1.) That the applicant desires employment in the Labor Service of the city. If the applicant is a skilled laborer, he will specify in what particular line of work he desires to be employed, and any important specialty of his trade in which he excels.

(2.) The full name, residence and postoffice address of the applicant.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) Period of residence in the ward in which the applicant resides.

(7.) Condition of health and physical capacity for the public service.

(8.) What, if any, employment in the public service the applicant has had.

(9.) The business or employment and the residence of the applicant for the previous five years.

(10.) The name, occupation and address of the applicant's present employer, and the name, occupation and address of the applicant's last employer, the position he held and the reason why he left this position.

(11.) The character and extent of the applicant's education.

(12.) Whether the application is in the applicant's own handwriting.

(13.) If not, the name of the person who wrote it for him.

(14.) That the applicant is not in the habit of using intoxicating liquors to excess.

(15.) That he has not been convicted of any crime against the laws of this or any other state or of the United States.

(16.) Whether married or single, and in the former case, number and age of members of the family dependent upon his or her support.

(17.) Such information as may be required by the Board touching the applicant's fitness for the public service.

SEC. 3. If the applicant is not able to sign his name, he may sign his mark, which must in that case be witnessed by the person who filled out the application for him.

SEC. 4. For any service other than common laborer the applicant will be required to produce a certificate from some competent person, or persons, in the same trade or occupation, of the applicant's ability to do the special kind of work in which he desires to be employed.

RULE XV.

EXAMINATIONS.

SECTION 1. Upon the return of the application blank properly filled out and signed by the applicant with his name or mark, together with the required certificates as to character, sobriety, industry and fitness, duly filled out and executed, the Chief Examiner will number the application in the order of its receipt, and either examine the applicant forthwith, or notify the applicant of the time and place of his examination.

SEC. 2. At the time and place so specified, the members of the Board, the Chief Examiner, or such persons as may be selected by the Board, shall in such manner as the Board may prescribe, make inquiry regarding the age, residence, citizenship, character, physical condition, family, means, schooling, previous occupation, experience and skill of each applicant, and ascertain and determine whether he is qualified for the employment sought.

SEC. 3. No educational test will be required for common laborers.

SEC 4. Before entering the name of any applicant on the eligible list, such further inquiry may be made in regard to his character and capacity as the Board may deem practicable and expedient.

SEC. 5. Each applicant shall receive a marking and credit based upon the qualifications shown by his examination and by the evidence presented of his character and fitness for the employment sought.

RULE XVI.

REGISTRATION AND ELIGIBLE LISTS.

SECTION 1. Registers shall be kept in the office of the Board for each trade and the different branches of labor in the City Service.

SEC. 2. Applicants for common or skilled labor who have been found by the Board to be qualified for the employment sought shall be entered upon the appropriate eligible lists in the order of rating fixed by the Board.

Those of the same class having equal rating shall be arranged as nearly as may be in the order of the dates of their examination.

SEC. 3. Excellence in any specialty of any class of labor or trade shall be indicated in the pertinent registers and eligible lists opposite the names of the applicants.

SEC. 4. An applicant registered in any eligible list of the Labor Service, whose appointment is rejected by the appointing officer or

REPORT

OF THE

CHIEF EXAMINER AND SECRETARY.

MILWAUKEE, WIS., March 15, 1910.

To the Honorable the Board of City Serivce Commissioners:

GENTLEMEN:—I respectfully beg leave to submit to Your Honorable Body the Fifteenth Annual Report of this department for the fiscal year from January first to December thirty-first, 1909.

The City Service Commission during this year held twenty-seven competitive examinations and five non-competitive examinations for thirty-six different classes of the Official Service. Six hundred nineteen applicants were summoned by mail for competitive examination; four hundred thirty, or sixty-nine per cent. appeared; four hundred two, or ninety-three per cent. of those who appeared, finished the examination; two hundred sixty-seven passed the examination, which is equal to sixty-six per cent. of those who finished the examination.

The City Service Board held twelve regular and six special meetings.

Upon the expiration of his term of service, Commissioner Fred. A. Landeck, who also served as president of the Board from July first, 1908, to July first, 1909, retired. July last, His Honor, the mayor, appointed William Gutenkunst for the term of four years. Commissioner Gutenkunst qualified in due time and took his seat at a special meeting of the Board held July 12, 1909.

Commissioner Landeck during his incumbency of office always worked energetically, impartially and honestly in the interest of Civil Service.

At a special meeting of the Board held on July 12, 1909, upon motion of Commissioner McIntyre, Commissioner August Dietrich was unanimously elected president of the Board, and John J. Vlach secretary and chief examiner for the ensuing year.

SEC. 10. Every applicant present at any examination shall conform to the following instructions:

(1.) Sign your full name upon the identification sheet (Form 4), place it in the small, blue identification envelope, and seal immediately.

(2.) Do not write your name anywhere else while in the examination room.

(3.) Write your answers to Division I on the paper marked Division I, those to Division II on the paper marked Division II, etc.

(4.) Do not copy the questions on the answer sheets.

(5.) Mark each answer with the same number or letter by which the corresponding question is marked on the question sheet.

(6.) Give all calculations in full. Do not use odd paper to multiply or divide, but write all the figures that you have to use on the answer sheet. Should you detect mistakes in your figuring, cross out the wrong work and commence once more. A mistake corrected will not lower your standing.

(7.) Do not write beyond the red line on the right. This space is needed for the marking of your answers.

(8.) No applicant is permitted during any examination, in any manner whatever, to give assistance to any other applicant, or to receive assistance from any person whatever, or to communicate with any person or to leave the room without a guard provided by the Chief Examiner or his assistant.

(9.) A violation of these rules or instructions may exclude the offender from the examination and from all registers of the City Service Department.

SEC. 11. The papers of each applicant shall be marked and graded under his examination number.

SEC. 12. The identification envelope shall not be opened unless by special direction of the Board or its President, until such marking and grading have been passed upon by the Board.

After the grading is finished, the envelopes shall be opened for the purpose of ascertaining the names of the successful applicants and determining their positions upon the proper eligible list.

Whenever in the opinion of the President, it is necessary to obtain further information regarding the character, experience or other antecedents and qualifications of the competitors, or any one of them, before the Board meets to determine the final grading, he may authorize the Chief Examiner to open the identification envelopes for the purposes of obtaining the needed addresses and references.

SEC. 13. The examination and marking of every applicant examined shall be open to inspection by such applicant.

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SEC. 3. When an applicant has been appointed to a position in the official service, his name shall be stricken from that eligible list from which he was certified.

SEC. 4. An applicant registered in any eligible list, whose appointment is rejected by the appointing officer or board, for reasons reported to the Board, may be retained on said list, unless he or she shall be thus rejected three times.

Such repeated rejection shall be sufficient cause for removing the name of such person from the eligible list.

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SEC. 2. In case any office or employment requires such special qualifications that the Board is unable to comply with the requisition made with a view to an appointment to that office, they may in their discretion allow a provisional appointment to be made, subject to their approval, and to continue in force only until a proper eligible list can be obtained by examination, or until further action by the Board.

In other cases, if there be no eligible list, and a prompt appointment be required, the Board may authorize the appointing officer to select a suitable person possessing the general qualifications required of all applicants. Such person shall be subjected by the Board to a non-competitive examination, and if found qualified shall be certified for appointment.

Whenever practicable, however, a competitive examination of applicants shall be held for every office.

RULE XI.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person holding a position in the Official Service may be transferred to another position of the same class and grade, in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such transfer shall be desirable.

SEC. 2. Any person holding a position in the Official Service may be promoted to a higher grade of the same or a similar class, in the same or another department, without a new examination, whenever, in the opinion of the appointing officer, such promotion shall be for the best interest of the service.

SEC. 3. All transfers and promotions shall be subject to approval by the Board.

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INSPECTORS OF WORK DONE UNDER CONTRACT.

SECTION 1. No applicant shall be certified for the position of inspector of any work to be done under contract who is not a practical and experienced workman in the branch of work over which he seeks to be made an inspector.

SEC. 2. In the case of applicants who have heretofore been employed by the city in such positions, the head of the department under which such former employment was had will be called upon for full reports as to the past record of such applicants for faithfulness, competency and efficiency, and such reports shall be made in writing. Great weight will be given to such reports.

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to such a position, will not again be required to make an application to the Board of City Service Commissioners; but his name shall remain upon the proper eligible list until removed therefrom by the Board for cause.

SEC. 4. Whenever any new public work is to be commenced, the inspector having the highest standing among the unemployed individuals of the eligible list of his class shall have preference, and each one shall at all times be reassigned to work in the order of his rating.

SEC. 5. But if not appointed to such position, no applicant's name shall be retained upon such eligible list for more than one year, unless he shall so request in writing and his request granted by the Board.

In case he so request, his name may be continued upon such eligible list, at the discretion of the Board, for a second year, or a shorter period of time, subject, however, to be removed therefrom at any time for cause in accordance with these rules.

DIVISION C.

Special Rules for the Government of the Labor Service.

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QUALIFICATIONS OF APPLICANTS.

SECTION 1. On the written request of an appointing officer or board in any department, the Board may direct that employment in any designated branch of the Labor Service in such department shall be open to minors, not, however, less than fifteen years of age.

SEC. 2. Skilled mechanics must have served not less than four years as journeymen at their respective trades.

RULE XIV.

APPLICATIONS.

SECTION 1. When the applications for work in any branch of the Labor Service are in the opinion of the Board, sufficient in number to meet all probable demands for a period of six months or more, registration in that branch shall be suspended until again ordered by the Board.

EXAMINATIONS FOR THE OFFICIAL SERVICE.

During the Year 1909.

Date of Examination	Position Sought.	Applicants invited to appear.	Applicants appeared.	Did not finish.	Finished.	Highest Rating.	Lowest Rating.	Failed.	Passed.
1909	**COMPETITIVE**								
Jan. 14....	Superintendent of Meters...	8	7	0	7	89.250	54.750	3	4
Jan. 14....	Ward Superintendent.....	4	4	0	4	70.250	64.000	4	0
Jan. 21....	Supt. of Distribution.....	7	7	0	7	96.900	75.400	0	7
Jan. 21....	Library Assistant.....	18	15	0	15	92 966	43.300	2	13
Jan. 28....	Janitor.....	57	48	4	44	90.440	40.500	11	33
Apr. 8....	Inspector of Street and Sidewalk Work.....	17	17	0	17	98.500	56.960	5	12
Apr. 8....	Clerk Second Grade.....	27	16	0	16	91.533	45.000	8	8
Apr. 22....	Dock Inspector.....	9	7	1	6	85.500	58.850	3	3
Apr. 22....	Ward Superintendent.....	10	9	0	9	99.400	76.600	0	9
Apr. 22....	Eng. Steam Road Roller....	3	3	1	2	85.075	83.775	0	2
Apr. 30....	Field Inspector.....	7	5	0	5	92.650	64.100	1	4
Apr. 30....	Weighmaster.....	9	8	1	7	86.200	60.000	1	6
Apr. 30....	Insp. of Public Buildings....	6	3	0	3	87.750	79.600	1	2
May 6....	Matron.....	2	1	0	1	93.812	93.812	0	1
May 6....	Park Policeman.....	37	25	3	22	96.300	43.666	3	19
May 13....	Bridge Tender.....	84	66	5	61	97.000	52.700	24	37
May 27....	Draughtsman and Assistant Draughtsman.....	11	7	0	7	81.825	59.950	1	6
May 27 & 31	Supt. and Assistant Supt. Natatoria.....	32	23	3	20	92.400	61.450	7	13
June 10....	Mech. Engineer and Asst. Mech. Engineer.....	23	17	2	15	91.860	60.760	7	8
June 10....	House Drain Inspector.....	10	7	0	7	94.450	71.100	2	5
July 1....	Oiler.....	36	31	2	29	92.025	71.875	3	26
July 1....	Ward Superintendent.....	3	2	0	2	77.675	61.125	1	1
Oct. 28....	Sealer and 1st and 2nd Deputy Sealer of Weights and Measures.....	46	37	0	37	95.683	41.000	20	17
Nov. 11....	Watchman.....	37	22	2	20	98.699	40.350	6	14
Nov. 18....	Chainman.....	10	5	0	5	92.066	40.900	2	3
Dec. 16....	Messenger.....	17	10	1	9	93.600	70.500	3	6
Dec. 16....	Fireman Stationery Boilers.	46	28	3	25	91.533	48.966	17	8
		619	430	28	402	99.400	40.350	135	267
	NON-COMPETITIVE								
Apr. 13....	Messenger.....								
Oct. 13....	Curator of Anthropology...								
Oct. 13....	Curator of Invertebrate Zoology.....								
Dec. 8 ...	Carpenter Foreman.....								
Dec. 10....	Superintendent Juneau Park								

RULE XV.

EXAMINATIONS.

SECTION 1. Upon the return of the application blank properly filled out and signed by the applicant with his name or mark, together with the required certificates as to character, sobriety, industry and fitness, duly filled out and executed, the Chief Examiner will number the application in the order of its receipt, and either examine the applicant forthwith, or notify the applicant of the time and place of his examination.

SEC. 2. At the time and place so specified, the members of the Board, the Chief Examiner, or such persons as may be selected by the Board, shall in such manner as the Board may prescribe, make inquiry regarding the age, residence, citizenship, character, physical condition, family, means, schooling, previous occupation, experience and skill of each applicant, and ascertain and determine whether he is qualified for the employment sought.

SEC. 3. No educational test will be required for common laborers.

SEC 4. Before entering the name of any applicant on the eligible list, such further inquiry may be made in regard to his character and capacity as the Board may deem practicable and expedient.

SEC. 5. Each applicant shall receive a marking and credit based upon the qualifications shown by his examination and by the evidence presented of his character and fitness for the employment sought.

RULE XVI.

REGISTRATION AND ELIGIBLE LISTS.

SECTION 1. Registers shall be kept in the office of the Board for each trade and the different branches of labor in the City Service.

SEC. 2. Applicants for common or skilled labor who have been found by the Board to be qualified for the employment sought shall be entered upon the appropriate eligible lists in the order of rating fixed by the Board.

Those of the same class having equal rating shall be arranged as nearly as may be in the order of the dates of their examination.

SEC. 3. Excellence in any specialty of any class of labor or trade shall be indicated in the pertinent registers and eligible lists opposite the names of the applicants.

SEC. 4. An applicant registered in any eligible list of the Labor Service, whose appointment is rejected by the appointing officer or

SEC. 2. Each application shall show the following facts:

(1.) That the applicant desires employment in the Labor Service of the city. If the applicant is a skilled laborer, he will specify in what particular line of work he desires to be employed, and any important specialty of his trade in which he excels.

(2.) The full name, residence and postoffice address of the applicant.

(3.) Citizenship.

(4.) Place and date of birth.

(5.) Period of residence in Milwaukee.

(6.) Period of residence in the ward in which the applicant resides.

(7.) Condition of health and physical capacity for the public service.

(8.) What, if any, employment in the public service the applicant has had.

(9.) The business or employment and the residence of the applicant for the previous five years.

(10.) The name, occupation and address of the applicant's present employer, and the name, occupation and address of the applicant's last employer, the position he held and the reason why he left this position.

(11.) The character and extent of the applicant's education.

(12.) Whether the application is in the applicant's own handwriting.

(13.) If not, the name of the person who wrote it for him.

(14.) That the applicant is not in the habit of using intoxicating liquors to excess.

(15.) That he has not been convicted of any crime against the laws of this or any other state or of the United States.

(16.) Whether married or single, and in the former case, number and age of members of the family dependent upon his or her support.

(17.) Such information as may be required by the Board touching the applicant's fitness for the public service.

SEC. 3. If the applicant is not able to sign his name, he may sign his mark, which must in that case be witnessed by the person who filled out the application for him.

SEC. 4. For any service other than common laborer the applicant will be required to produce a certificate from some competent person, or persons, in the same trade or occupation, of the applicant's ability to do the special kind of work in which he desires to be employed.

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Those of the same class having equal rating shall be arranged as nearly as may be in the order of the dates of their examination.

SEC. 3. Excellence in any specialty of any class of labor or trade shall be indicated in the pertinent registers and eligible lists opposite the names of the applicants.

SEC. 4. An applicant registered in any eligible list of the Labor Service, whose appointment is rejected by the appointing officer or

board, may be retained on said list, unless thus rejected by the appointing power twice.

SEC. 5. When the eligible list of any ward is exhausted, the certifications may be made from the eligible lists of other wards.

RULE XVII.

REQUISITION, CERTIFICATION AND EMPLOYMENT.

SECTION 1. When the services of laborers are required, the appointing officer or board shall notify the Board, stating the number needed, and the particular kind of labor for which they are needed, with the compensation.

SEC. 2. The Board shall thereupon certify to the appointing officer or board the names and residences of the number of men called for, and as many more as required by Section 2 of Rule V.

SEC. 3. In the case of unskilled labor to be performed under the supervision of the Ward Superintendents, the names certified shall be those of persons who have been for six months next preceding residents of the ward in which the labor is to be performed.

RULE XVIII.

TRANSFERS AND PROMOTIONS.

SECTION 1. Any person employed in any department of the Labor Service may be transferred to similar work in any other department of the Labor Service, or promoted to similar work in any other department of the Labor Service or to similar work in the Official Service in the same department, subject to the approval of the Board.

SEC. 2. Immediate notice of such transfer or promotion shall be given to the Board by the head of the department to which the employe is transferred, and such change, if approved by the Board, shall be certified to the Comptroller.

SEC. 3. Common and skilled laborers employed in any subdivision of public work which is divided into districts, and whose work requires special training, as in the sewerage sub-department, water works and park service, may be entered in the Civil List under the general heading for such subdivision, with the needed sub-headings for each district; and they may be transferred in their respective subdivisions from one district to another and retransferred without formal notice to this Board from the appointing power.

This rule does not apply to the common laborers under Ward Superintendents.

EXHIBIT B

REPORT

OF THE

Chief Examiner and Secretary

TO THE

BOARD OF CITY SERVICE COMMISSIONERS

OF THE

CITY OF MILWAUKEE

JANUARY 1, 1910.

Superintendent and Assistant Superintendent of Natatoria.—Besides a general education, applicants must be good swimmers and divers, and must be married.

Superintendent of School Buildings.—Candidates must be familiar with the building laws and be practical and competent builders and architects and must have a thorough knowledge of the construction and repairs of school buildings.

Superintendent and Assistant Superintendent of Sewers.—Practical and theoretical knowledge of brick and pipe sewer work, and sufficient general education and intelligence.

Tax Assessor.—Six months' residence in the respective ward; commercial arithmetic; clear handwriting; experience in valuing and describing real property; good general education.

Tunnel Inspector.—Applicants must be brick masons, who shall have worked not less than three years at their trade, and who also have experience in laying brick in sewers and tunnels, and they must have sufficient general education and intelligence.

Ward Superintendent.—Six months' residence in the respective ward; acquaintance with the public works of the respective wards, and ability to assess and correctly describe property, practice and experience in all kinds of street and ward work, and executive ability to take charge of a force of men.

Watchman.—General intelligence, acquaintance with the location of streets of the city.

Weighmaster.—Good penmanship and proficience in making tabulated reports.

APPOINTMENTS IN THE OFFICIAL SERVICE.

During the Year 1909.

) TAKE FFECT.	NAME.	POSITION.
1909.	BUILDING INSPECTOR'S DEPARTMENT.	
' 1....	Wm. D. Harper.....	Assistant Inspector of Buildings.
	BUREAU OF WEIGHTS AND MEASURES.	
'. 26....	Fred C. Janssen.....	Sealer of Weights and Measures.
. 16....	Wm. F. Steinel.....	First Deputy Sealer of Weights and Measures.
. 16....	Wm. A. Phillips.....	Second Deputy Sealer of Weights and Measures.
	CITY ENGINEER'S DEPARTMENT.	
ı. 8....	Edward F. Petersik....	Stenographer.
e 14....	William F. Hunt.....	Chainman.
. 11....	Emil Koehler	Chainman.
t. 15....	Louis J. Barth.....	Assistant Draughtsman.
	(Water Sub-Department.)	
ı. 1....	Arthur Reinhardt	Fireman Stationary Boilers.
. 11....	Anton H. Fix.....	Fireman Stationary Boilers.
. 8....	Paul Heintze	Fireman Stationary Boilers.
. 1....	Wm. McCaigue	Superintendent of Distribution.
. 15....	Otto F. Poetsch.....	Superintendent of Meters.
1....	John Dondero	Oiler.
	(Meter and Distribution Sub-Department.)	
21....	Edward Millott, Jr....	Messenger.
. 2....	Hugo L. Linski.....	Messenger.
	HEALTH DEPARTMENT.	
' 1....	Hattie Raasch	Stenographer.
e 1....	Addie V. Young.....	Matron Isolation Hospital.
. 23....	Henry C. Pawelk.....	Sanitary Inspector.
. 1....	Sylvester J. Koceja....	Sanitary Inspector.
	PARK DEPARTMENT.	
ɜ 4....	Frank Frydrychowicz...	Park Policeman.
ɜ 4....	Frank P. Pluskota.....	Park Policeman.
ɜ 16....	John P. Harkins.....	Park Policeman.
' 10....	Anton Krueger	Park Policeman.
	PUBLIC LIBRARY DEPARTMENT.	
. 6....	Alma Heuel	Substitute Assistant.
. 12....	Alice L. Kurtz.....	Substitute Assistant.
ɜ 14....	Edith J. Erwin.....	Substitute Assistant.
' 13....	Jeanette E. Hyde.....	Substitute Assistant.
ɜ 1....	Isaac Anderson	Chauffeur.

APPOINTMENTS IN THE OFFICIAL SERVICE—Continued.

During the Year 1909.

To Take Effect.	Name.	Position.
1909.	PUBLIC MUSEUM DEPARTMENT.	
Nov. 1....	Dr. Sigmund Graenicher	Curator of Invertebrate Zoology.
Nov. 1....	Dr. Samuel A. Barrett.	Curator of Anthropology.
	PUBLIC WORKS DEPARTMENT.	
Jan. 1....	John J. Connelly.....	Assistant Superintendent of Sewers.
June 1....	Martin D. Furey.....	Superintendent 8th Ward.
Apr. 1....	Joseph Hundt	Superintendent 12th Ward.
Sept. 1....	Wladislas Cieszynski ..	Superintendent 14th Ward.
Apr. 1....	John E. Donovan.....	Superintendent 17th Ward.
July 1....	Nils C. Christopherson.	Assistant Superintendent 13th Ward Natatorium.
July 1....	Edmund Liebner	Assistant Superintendent 13th Ward Natatorium.
July 15....	Thomas P. Kelly.....	Assistant Superintendent 13th Ward Natatorium.
Aug. 6....	Edgar O. Swan.....	Assistant Superintendent 13th Ward Natatorium.
July 1....	William F. Frey.....	Superintendent 13th Ward Natatorium.
July 1....	William Phillips	Assistant Superintendent North Side Natatorium.
June 1....	Andrew Tully	Inspector of Docks.
June 1....	Edward Lawless	Field Inspector (Bridge Construction).
June 1....	Dominic C. Leone.....	Weighmaster East Side Dump.
May 29....	Edward J. Watson....	Inspector of Streets and Sidewalks.
June 1....	Edward A. Curley.....	Inspector of Streets and Sidewalks.
June 1....	Norbert A. Verfurth...	Inspector of Streets and Sidewalks.
June 1....	Austin F. McNamara..	Inspector of Streets and Sidewalks.
June 1....	C. Otto F. Einem.....	Inspector of Streets and Sidewalks.
June 1....	Reinhold F. Radtke...	Inspector of Streets and Sidewalks.
June 1....	Jacob Hermes	Inspector of Streets and Sidewalks.
June 1....	George Killbertus	Inspector of Streets and Sidewalks.
June 1....	Fred J. Meinhard.....	Inspector of Streets and Sidewalks.
June 1....	L. J. Knauf.....	Inspector of Streets and Sidewalks.
June 2....	Thomas R. Bentley....	Inspector of Public Buildings.
June 2....	Arthur J. Nichol.....	Inspector of Public Buildings.
June 21....	Frank J. Riordan.....	Substitute Bridge Tender.
June 21....	James Brand	Substitute Bridge Tender.
June 21....	John A. Campbell.....	Substitute Bridge Tender.
June 21....	Herman Lipp	Substitute Bridge Tender.
June 21....	Joseph G. Brogan.....	Substitute Bridge Tender.
June 21....	Frank Hamilton	Substitute Bridge Tender.
July 7....	Severin Jackson	Substitute Bridge Tender.
July 7....	Charles Baars	Substitute Bridge Tender.
July 7....	James Ross	Substitute Bridge Tender.
July 7....	Albert Holling	Substitute Bridge Tender.
July 7....	James H. Mooney.....	Substitute Bridge Tender.
July 7....	Thos. J. Collins.....	Substitute Bridge Tender.
July 7....	Frank Leow	Fireman Stationary Boilers City Hall.
July 23....	George Chipman	Engineer Steam Road Roller.

APPOINTMENTS IN THE OFFICIAL SERVICE—Continued.

During the Year 1909.

To Take Effect.	Name.	Position.
1909.	SCHOOL DEPARTMENT.	
an. 17....	John C. Kocha.....	Janitor 20th Dist. No. 2.
pr. 14....	Chas. A. Meyland.....	Janitor 2nd Dist. No. 2.
[ay 7....	Robert T. Gemoll.....	Janitor 2nd Dist. No. 2.
ov. 30....	Henry F. Jonen.....	Janitor 2nd Dist. No. 2.
ov. 8....	John J. Schmidt.....	Janitor 1st Dist.
une 1....	Walter Wm. Swenson..	Janitor 21st Dist. No. 3.
ov. 1....	W. H. Bowen.....	Janitor 22nd Dist. No. 1.
une 1....	Friedrich W. Tamms...	Janitor Trade School.
pr. 17....	Eric Siewert	Messenger Superintendent's Office.
ept. 20....	Vara E. Frey.....	Stenographer.
ct. 11....	Rosa M. Denker.....	Stenographer.
ov. 15....	Florence E. B. Crabb..	Clerk-Stenographer Trade School.
	WATER REGISTRAR'S DEPARTMENT.	
[ch. 1....	Eugene H. Mosher.....	Meter Reader.
pr. 16....	Herman T. F. Rehse...	Meter Reader.

PROMOTIONS AND TRANSFERS IN THE OFFICIAL SERVICE

During the Year 1909.

To Take Effect.	Name.	Position.
1909.	CITY ENGINEER'S DEPARTMENT.	
June 1....	Ed. F. Leidel.....	From 1st Asst. Draughtsman to Draughtsman.
June 1....	Gus. A. Uhlmann.....	From Asst. Draughtsman to First Asst. Draughtsman.
June 1....	George Cloos	From Asst. Draughtsman at $60 per month to same position at $70 per month.
June 5....	Jul. C. Guentner.....	From Chainman to Rodman.

PROMOTIONS AND TRANSFERS IN THE OFFICIAL SERVICE.

During the Year 1909.

To Take Effect.	Name.	Position.
1909.	(Water Sub-Department.)	
Mch. 1....	R. G. Misselwitz.....	From Meter Reader to Clerk.
Apr. 15....	Burton Y. Behne.....	From Clerk at $60 per month to same position at $70 per month.
July 1....	Oswald J. Ronge.....	From Clerk to Chief Clerk.
Apr. 15....	Wm. McIntyre	From Messenger to Clerk.
Sept. 1....	Edward Millott, Jr....	From Messenger to Clerk.
Oct. 1....	Louis Bressler	From Coal Passer Mil. River Flushing Works to Fireman Stationary Boilers North Point Pump. Station.
Oct. 1....	James O'Connell	From Fireman Stationary Boilers North Point Pump. Station to Coal Passer Mil. River Flushing Works.
	CITY CLERK'S DEPARTMENT.	
Sept. 9....	Frank Toenhardt	From Elevator Operator to Chauffeur.
	PARK DEPARTMENT.	
June 1....	John Ausmacher	From Park Policeman to Sergeant of Police.
Nov. 3....	Lawrence J. Engel.....	From Park Policeman to Meter Reader.
	PUBLIC LIBRARY DEPARTMENT.	
Oct. 16....	Matilda A. Stuckert...	From Evening Assistant to Regular Day Assistant.
Oct. 16....	Edna Phipps	From Day Assistant to Evening Asst.
Nov. 1....	Helen Brenk	From Substitute Assistant to Day Assistant.
Nov. 1....	Marion C. Baker.....	From Substitute Assistant to Regular Assistant.
Nov. 1....	Helen Brenk	From Day Assistant to Substitute Assistant.
	PUBLIC WORKS DEPARTMENT.	
Feb. 1....	David McKeith	From City Electrician to Superintendent of Bridges.
July 12....	Harry Raymond	Fireman Stationary Boilers, from City Hall to 13th Ward Natatorium.
Aug. 1....	Harry Raymond	Fireman Stationary Boilers, from 13th Ward Natatorium to City Hall.
Aug. 1....	Ernest Demin	Fireman Stationary Boilers, from City Hall to 13th Ward Natatorium.
Aug. 4....	Geo. Audrecht	From Fireman to Engineer West Side Natatorium.
Sept. 1....	Bruno Jaworski	From Superintendent 14th Ward to Inspector of Street Work.
Sept. 10....	Johan Ollenberg	From Watchman to Elevator Operator City Hall.

PROMOTIONS AND TRANSFERS IN THE OFFICIAL SERVICE—Continued.

During the Year 1909.

To Take Effect.	Name.	Position.
Feb. 1....	Chas. L. Gable.....	Bridge Tender, from Chestnue St. to West Water St.
Feb. 1....	John J. McLinden.....	Bridge Tender, from E. Water St. to Chestnut St.
Mch. 1....	Martin J. Malone.....	Bridge Tender, from E. Water to Buffalo St.
Mch. 1....	Wm. E. Johnston.....	Bridge Tender, from Buffalo St. to Pleasant St.
Mch. 17....	Michael McCormack ..	Bridge Tender, from E. Water St. to Broadway.
Mch. 19....	James J. O'Brien.....	Bridge Tender, from E. Water St. to Lincoln Ave.
Apr. 1....	Jerry W. Egan.....	Bridge Tender, from Grand Ave. to Buffalo St.
Apr. 1....	Martin Brun	Bridge Tender, from Buffalo St. to Grand Ave.
May 1....	Peter Hanson	Bridge Tender, from Lincoln Ave. to Clinton St.
May 1....	Dan Sullivan	Bridge Tender, from E. Water St. to Broadway.
June 1....	Peter Hanson	Bridge Tender, from Clinton St. to Kinnickinnic Ave.
June 1....	Thorwald J. Lund.....	Bridge Tender, from Becher St. to Clinton St.
June 1....	Jacob W. Goetz.....	Bridge Tender, from Kinnickinnic Ave. to Becher St.
July 1....	John Laubenheimer ...	Bridge Tender, from State St. to Pleasant St.
Aug. 1....	Seth Powers	Bridge Tender, from Pleasant St. to Cherry St.
Sept. 1....	Adam Braun	Bridge Tender, from Pleasant St. to State St.
Sept. 1....	John Schaus	Bridge Tender, from Cherry St. to Pleasant St.
Nov. 1....	Jacob Schweitzer	Bridge Tender, from Sixth St. to Kinnickinnic Ave.
Dec. 1....	Dan Sullivan	Bridge Tender, from Broadway to Oneida St.
Dec. 1....	Chas. L. Gable.....	Bridge Tender, from W. Water to Chestnut St.
Dec. 1....	Adam Braun	Bridge Tender, from State St. to Pleasant St.
Dec. 1....	E. J. Murray.....	Bridge Tender, from Oneida St. to Sixth St.
Dec. 1....	M. McCormack	Bridge Tender, from Broadway to First Ave.

PROMOTIONS AND TRANSFERS IN THE OFFICIAL SERVICE—Continued.

During the Year 1909.

	SCHOOL DEPARTMENT.	
Jan. 14....	Frank W. Neumer.....	Janitor, from Trade School to 22nd Dist. No. 1.
Apr. 14....	Fred Gogoll	Janitor, from 15th Dist. No. 1 to 22nd Dist. No. 3.
Apr. 14....	Peter Peterson	Janitor, from 2nd Dist. No. 2 to 15th Dist. No. 1.
May 11....	Otto Braun	Janitor, from 21st Dist. No. 3 to E. Div. High School.
Nov. 1....	Robt. Gemoll	Janitor, from 2nd Dist. No. 2 to 11th Dist. No. 1.
Nov. 8....	John J. Lukowitz.....	Janitor, from 1st Dist. to Girls' Trade School.
Dec. 6....	Henry Raasch	Janitor, from 20th Dist. No. 1 to 10th Dist. No. 3.
Dec. 6....	John C. Krause.....	Janitor, from 10th Dist. No. 3 to 20th Dist. No. 1.

CHANGES IN THE OFFICIAL SERVICE.

During the Year 1909.

Appointments	85	Deaths	7
Promotions and Transfers	57	Discharges	8
Changes of Salary (excepting promotions and transfers)	84	Emergency Appointments (excepting renewals)	80
Resignations	48		

NATIVITY OF APPOINTEES IN THE OFFICIAL SERVICE.

Appointed during the Year 1909.

Native Born.		Foreign Born.	
Milwaukee	33	Germany	10
Wisconsin (exclusive Mil.)	24	Norway	2
Illinois	2	Poland	2
Michigan	2	Ireland	1
Arkansas	1	Italy	1
Iowa	1		16
Kentucky	1		
Minnesota	1		
Mississippi	1		
New York	1		
Ohio	1		
Pennsylvania	1		
	69		

Total, 85.

81% Native Born. 19% Foreign Born.

STATISTICS OF APPLICANTS FOR THE LABOR SERVICE

During the Year 1909.

A.	Total number of applicants	521
B.	Married	402
C.	Single	114
D.	Native Born	222
E.	Foreign Born	293
F.	Veterans	5
G.	Women	48
H.	Can read and write English	372
I.	Can read and write foreign languages	328
J.	Cannot read and write any language	36
	Statistics unknown	5

STATISTICS OF APPLICANTS FOR SKILLED LABOR

During the Year 1909.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	27	Germany	10
Wisconsin (exclusive Mil.)	5	Norway	7
Ohio	3	Sweden	2
Michigan	2	Austria-Hungary	1
Missouri	2	Ireland	1
Arkansas	1	Russia	1
Illinois	1	Switzerland	1
Indiana	1		23
Massachusetts	1		
New Jersey	1		
Tennessee	1		
	45		

Unknown, 4.

Total, 72.

66% Native Born. 34% Foreign Born.

AGE.		RESIDENCE IN U. S.	
No. of Applicants.	Years.	No. of Applicants.	Years.
4	21 to 25	1	6 to 10
11	26 to 30	4	11 to 15
14	31 to 35	3	16 to 20
9	36 to 40	6	21 to 25
9	41 to 45	19	26 to 30
12	46 to 50	10	31 to 35
3	51 to 55	8	36 to 40
4	56 to 60	10	41 to 45
2	61 to 65	5	46 to 50
—		1	51 to 55
68		1	56 to 60
		—	
		68	

Unknown, 4.

Total, 72.

Have families dependent upon them for support	47
Freeholders	13
Veterans	0

Can read and write English	32
Can read and write English and German	23
Can read and write English and Norwegian	6
Can read and write English and Swedish	2
Can read and write English and Bohemian	1
Can read and write English, Danish and Norwegian	1
Can read and write English, Polish and Lithuanian	1
Can read and write German	1
Cannot read and write any language	1
Unknown	4
	72

STATISTICS OF SKILLED LABOR ELIGIBLES.

December 31, 1909.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	47	Germany	49
Wisconsin (exclusive Mil.)	12	Norway	13
Ohio	3	Austria-Hungary	3
Pennsylvania	3	Sweden	3
Massachusetts	2	Holland	1
Michigan	2	Ireland	1
Missouri	2	Poland	1
Arkansas	1	Russia	1
Indiana	1	Switzerland	1
Iowa	1		
New Jersey	1		73
Tennessee	1		
	76		

Unknown, 4,

Total, 153.

51% Native Born. 49% Foreign Born.

Can read and write English and German	58
Can read and write English	56
Can read and write English and Norwegian	10
Can read and write German	8
Can read and write English and Polish	4
Can read and write English and Swedish	3
Can read and write Polish	2
Can read and write English, German and Polish	2
Can read and write English and Dutch	1
Can read and write English and Russian	1
Can read and write English and Bohemian	1
Can read and write English, Danish and Norwegian	1
Can read and write Norwegian	1
Cannot read and write any language	1
Unknown	4
	153

STATISTICS OF APPLICANTS FOR COMMON LABOR
During the Year 1909.

NATIVE BORN.		FOREIGN BORN.	
Milwaukee	103	Germany	167
Wisconsin (exclusive Mil.)	36	Poland	26
Illinois	7	Austria-Hungary	21
Michigan	7	Ireland	12
New York	4	Italy	11
Pennsylvania	4	Bohemia	8
Iowa	2	Norway	6
Kentucky	2	Russia	4
Massachusetts	2	Sweden	3
Minnesota	2	Scotland	2
Missouri	2	Switzerland	2
Tennessee	2	Belgium	1
Indiana	1	Canada	1
Maryland	1	England	1
Mississippi	1	Holland	1
U. S. (State not given)	1	Netherlands	1
		Syria	1
		Turkey	1
		Wales	1
	177		270

Unknown, 2.
Total, 449.

40% Native Born. 60% Foreign Born.

AGE.	
No. of Applicants.	Years.
4	16 to 20
37	21 to 25
42	26 to 30
36	31 to 35
35	36 to 40
51	41 to 45
77	46 to 50
46	51 to 55
53	56 to 60
32	61 to 65
26	66 to 70
4	71 to 75
3	76 to 80
3 unknown.	
449	

RESIDENCE IN U. S.	
No. of Applicants.	Years.
1	3 to 5
21	6 to 10
11	11 to 15
54	16 to 20
80	21 to 25
94	26 to 30
44	31 to 35
55	36 to 40
23	41 to 45
36	46 to 50
15	51 to 55
9	56 to 60
4	61 to 65
1	66 to 70
1 unknown.	
449	

Have families dependent upon them for support	355
Freeholders	149
Veterans	5
Women	48

·ead and write English and German	127
·ead and write English	120
·ead and write German	46
·ead and write Polish	25
·ead and write English, German and Polish	20
·ead and write English and Polish	14
·ead and write German and Polish	14
·ead and write Bohemian	7
·ead and write Italian	5
·ead and write English and Bohemian	4
·ead and write German and Bohemian	4
·ead and write English, German and Bohemian	4
Read and Write English and Norwegian	4
ead and write English and Italian	2
·ead and write Swedish	2
·ead and write English and Swedish	1
·ead and write English and Welsh	1
·ead and write English and Irish	1
ead and write English and Arabian	1
·ead and write English and Dutch	1
·ead and write English, German and Swiss	1
·ead and write English, German and French	1
ead and write English, German and Dutch	1
·ead and write English, Danish and Norwegian	1
·ead and write English, German and Austrian	1
·ead and write English, Polish and Bohemian	1
·ead and write Scandinavian	1
·ead and write Hungarian	1
·ead and write Russian	1
ead and write Hungarian, Roumanian and Croatian	1
ɔt read and write any language	35
ɔwn	1
	449

LABOR ELIGIBLE LISTS

In force December 31, 1909.

SKILLED LABORERS.

Blacksmiths	4	Machinists	15
Bridge Carpenters	15	Masons	2
Bridge Iron Workers	8	Painters	32
Bridge Painters and Sailors	29	Pattern Maker	1
Carpenters	29	Plasterers	0
Carpenters and Cabinetmakers	7	Plumber	1
Hardwood Finishers and Decorators	2	Steamfitters	6
		Tinners	2

WARD LABORERS.

1st Ward	2	13th Ward	23
2nd Ward	9	14th Ward	52
3rd Ward	13	15th Ward	1
4th Ward	10	16th Ward	2
5th Ward	2	17th Ward	9
6th Ward	3	18th Ward	23
7th Ward	1	19th Ward	5
8th Ward	11	20th Ward	18
9th Ward	9	21st Ward	21
10th Ward	8	22nd Ward	7
11th Ward	26	23rd Ward	6
12th Ward	24		

MISCELLANEOUS SPECIAL COMMON LABORERS.

Asphalt Repair Laborers	4	Health Dept.:	
Bath House Attendants	1	Ambulance Drivers	0
Blacksmiths' Helpers	3	Cooks	1
Bridge Helpers	2	Domestics	0
Bridge Laborers	15	Laundresses	0
Bridge Sweepers	21	Laborers Garbage Plant	25
Cleaners Pub. Buildings (male)	29	Johnston Emergency Hospital:	
Cleaners and Window Washers Pub. Bldgs. (male)	10	Ambulance Drivers	0
Coal Passers	45	Cooks	0
Coal Trimmers	0	Domestics	0
Coal Weighers	0	Laundresses	0
Custodian Gasoline Launch	1	Hydrant Inspectors	37
Custodian Play Grounds	1	Machinists' Helpers	13
Custodian Public Golf Links	0	Masons' Helpers	0
Electrician's Helpers	6	Matrons at Natatoria	2
Electric Crane Operator	1	Matrons at Bath Houses	0
Helpers Power Dept. City Hall	0	Meter Repairers	18
Helpers School Supply Dept	0	Office Cleaners (female)	75
Helpers Public Buildings	5	Park Department:	
		Boatmen	14

Laborers East Side	12
Laborers West Side	33
Laborers South Side	28
Tree Trimmers	0
Pavers	15
Pipe Layers	1
Plasterers' Helpers	0
Public Library:	
Assistant Book Binders	0
Book Sewers	0
Pasters in Bindery	0
Laborers	5
Pumping Stations:	
Boatmen	2
Cleaners	6
Gatemen	6
Helpers	22
Laborers	17
Laborers Kilbourn Park	1
Yardmen	0
School Cleaners	5
School Repair Dept.:	
Helpers	0
Laborers	2
Skating Rink Keepers	0
Steamfitters' Helpers	3
Teamsters	15
Water Department:	
Helpers	26
Laborers	18
Tappers	2
Assistant Tappers	0
Keeper of Reservoir	0
Laborers at Reservoir	0
Turn-on-and-off-men	41
Yardmen	0

APPOINTMENTS IN THE LABOR SERVICE

During the Year 1909.

PUBLIC WORKS DEPARTMENT.

WARDS.

To Take Effect.	Name.	No. of Ward.	Position.
1909.			
Feb. 2....	Allen Manio	2nd.	Common Laborer.
Feb. 3....	Nelson Brummels	2nd.	Paver.
Oct. 27....	Ernst Vanko	2nd.	Paver.
Dec. 1....	Adam Kojis	2nd.	Common Laborer.
Dec. 22....	Walter Pinney	2nd.	Common Laborer.
Mch. 1....	Carmelo Caseio	3rd.	Common Laborer.
Mch. 1....	Peter San Phillippi.....	3rd.	Common Laborer.
Mch. 10....	James Gunuscio	3rd.	Common Laborer.
Apr. 22....	Angelo Alioto	3rd.	Paver.
Feb. 17....	James Wm. Garrett....	4th.	Paver.
Apr. 1....	Geo. Raymond Artibee..	4th.	Common Laborer.
Apr. 1....	Geo. McCabe	4th.	Common Laborer.
Apr. 5....	Frank Maloof	4th.	Common Laborer.
Apr. 5....	Wenzel Kodada	4th.	Common Laborer.
Apr. 6....	Francis Ward	4th.	Common Laborer.
Apr. 6....	Walter Spencer Lee....	4th.	Common Laborer.
Apr. 30....	Andrew P. Ross.....	4th.	Common Laborer.
Apr. 30....	Timothy Burke	4th.	Common Laborer.
May 4....	Edward J. Collins.....	4th.	Common Laborer.
Aug. 10....	Edward Hall	4th.	Common Laborer.
Oct. 1....	Richard L. Johnson....	4th.	Common Laborer.
Oct. 1....	Valentine Watsen	4th.	Common Laborer.
Oct. 1....	Henry Peffer	4th.	Common Laborer.
Nov. 24....	Edward F. Reilly.....	4th.	Common Laborer.
Nov. 24....	Peter Conley.....	4th.	Common Laborer.
Nov. 24....	Henry Jones.....	4th.	Common Laborer.
Nov. 24....	Michael Brah	4th.	Common Laborer.
Nov. 24....	Walter Lamson	4th.	Common Laborer.
Apr. 1....	Michael Murza	5th.	Common Laborer.
Apr. 1....	Herman Engbring	5th.	Common Laborer.
Apr. 1....	Hans Jacobson	5th.	Common Laborer.
Apr. 16....	Samuel A. West.....	5th.	Common Laborer.
May 8....	Christ. F. Christiansen..	5th.	Common Laborer.
Dec. 2....	Christian Markwardt....	5th.	Common Laborer.
Apr. 10....	Joseph Goetz	6th.	Common Laborer.
Apr. 10....	Fred. Kesle	6th.	Common Laborer.
Apr. 10....	Michael Sayers	6th.	Common Laborer.
Apr. 10....	John Wopper	6th.	Common Laborer.
Mch. 26....	Joseph Spahn	9th.	Common Laborer.
Mch. 27....	Anton Benz	9th.	Common Laborer.
Mch. 27....	Anton Brandner	9th.	Common Laborer.
Apr. 1....	Anton Guber	9th.	Common Laborer.
Apr. 1....	H. Schatzman	9th.	Common Laborer.

APPOINTMENTS IN THE LABOR SERVICE.—Continued.

During the Year 1909.

TAKE EFFECT	NAME.	NO. OF WARD.	POSITION.
1909.			
1....	Gerhard Meyer	9th.	Common Laborer.
1....	William F. A. Lutz....	10th.	Common Laborer.
1....	Peter Knapp	10th.	Common Laborer.
1....	Albert J. Schultz	10th.	Common Laborer.
1....	Heinrich Bohlman	10th.	Common Laborer.
1....	Julius Bergmann	10th.	Common Laborer.
10....	Ludwig Ratzmann	11th.	Common Laborer.
10....	August Klechowitz	11th.	Common Laborer.
10....	John Holdorf	11th.	Common Laborer.
10....	John Beier	11th.	Common Laborer.
10....	Carl F. Reinke	11th.	Common Laborer.
17....	Fred. Kleinschmidt	11th.	Common Laborer.
17....	August Ferber, Jr.....	11th.	Common Laborer.
17....	Herman Braeger	11th.	Common Laborer.
11....	John Schramm	12th.	Paver.
11....	Josef Talatzka	12th.	Paver.
11....	Joseph Kaminski	12th.	Paver.
24....	John Zinda	13th.	Common Laborer.
1....	Chas. Nehrbass	13th.	Paver.
1....	Martin Klusa	13th.	Paver.
12....	Herman Nell	13th.	Common Laborer.
12....	Michael Stencel	13th.	Common Laborer.
12....	Frank Knitter	13th.	Common Laborer.
1....	Valentine Hensiak.....	14th.	Common Laborer.
1....	John Stolz	14th.	Common Laborer.
1....	John Trinajstecz	14th.	Common Laborer.
2....	Frank Tylickie	14th.	Paver.
2....	John Behnke	14th.	Paver.
18....	Frank Ciske	14th.	Common Laborer.
18....	Stanislaus Buska	14th.	Common Laborer.
1....	Albert J. Hass.....	15th.	Common Laborer.
1....	Lorenz Deubig	15th.	Common Laborer.
1....	Jacob Tomascko.....	15th.	Common Laborer.
13....	John Artibee	15th.	Common Laborer.
13....	Herman R. Roesler	15th.	Common Laborer.
13....	Geo. W. Rauch.....	15th.	Common Laborer.
13....	John Herda	15th.	Common Laborer.
3....	Simon Kaignig	16th.	Common Laborer.
3....	Paul Holzfuss	16th.	Common Laborer.
3....	Adolph Reiniger	16th.	Common Laborer.
13....	Julius Wm. Mueller....	16th.	Common Laborer.
22....	Wilhelm Braun	16th.	Common Laborer.
20....	Casper Dressmann	16th.	Common Laborer.
2....	Patrick Devlin	16th.	Common Laborer.
24....	Konstantin Ciepluch ...	17th.	Common Laborer.
24....	Gustav H. Buske.....	17th.	Common Laborer.
24....	Aug. Wm. J. Gehrke...	17th.	Common Laborer.
24....	Joe Marino	17th.	Common Laborer.
24....	Aug. Wm. Goetsch.....	17th.	Common Laborer.

APPOINTMENTS IN THE LABOR SERVICE.—Continued.

During the Year 1909.

To Take Effect.	Name.	No. of Ward.	Position.
1909.			
Mch. 24....	Andrew Lovizewski	17th.	Common Laborer.
Mch. 24....	Anton Bonita	17th.	Common Laborer.
Mch. 24....	Steve Gallo	17th.	Common Laborer.
Mch. 24....	Chas. Krueger	17th.	Common Laborer.
Mch. 24....	John Banicka	17th.	Common Laborer.
Mch. 24....	Josepn Bolzerek	17th.	Common Laborer.
Mch. 24....	Albert A. Nelson	17th.	Common Laborer.
Mch. 24....	Fred. Mundt	17th.	Common Laborer.
Dec. 21....	Fred. Heiderich	17th.	Common Laborer.
Oct. 20....	Phillip Drewek	18th.	Paver.
Oct. 20....	Joseph C. Michalek	18th.	Paver.
Apr. 2....	Benjamin H. Freeman...	19th.	Common Laborer.
Apr. 2....	Geo. C. Eckhart.....	19th.	Common Laborer.
Apr. 2....	Albert Zuege	19th.	Common Laborer.
Dec. 11....	Joseph Reith	19th.	Common Laborer.
Dec. 27....	Fred. Wm. Heup.....	19th.	Common Laborer.
Dec. 27....	Jacob Kroneis	19th.	Common Laborer.
Apr. 19....	John Neipp	20th.	Paver.
Apr. 19....	Hugo Huth	20th.	Common Laborer.
Apr. 19....	Joseph Oswald	20th.	Common Laborer.
Nov. 1....	Christoph Zimmermann..	20th.	Common Laborer.
Nov. 1....	Charles Lemke.....	20th.	Common Laborer.
Apr. 8....	Vincent Lonski	21st.	Common Laborer.
Apr. 8....	Ferdinand Sanitor	21st.	Common Laborer.
Apr. 8....	Jack Lamanzyk	21st.	Common Laborer.
Apr. 8....	Anton Singer	21st.	Common Laborer.
Apr. 10....	Carl Lauterbach	22nd.	Common Laborer.
Apr. 26....	Gustav Carow	22nd.	Common Laborer.
Oct. 5....	August Althoff	22nd.	Common Laborer.
Oct. 6....	Hichael Magerl	22nd.	Common Laborer.
Oct. 6....	Johan Korbel	22nd.	Common Laborer.
Oct. 12....	Carl Lang	22nd.	Common Laborer.
Oct. 12....	William Anton	22nd.	Common Laborer.
Oct. 29....	John Kibbel	22nd.	Common Laborer.
Apr. 8....	August Pitatzki	23rd.	Common Laborer.
Apr. 8....	Charles Kophamel	23rd.	Common Laborer.
Apr. 8....	Henry Valent	23rd.	Common Laborer.
Apr. 13....	Carl Dahms	23rd.	Paver.

APPOINTMENTS IN THE LABOR SERVICE.—Continued.
During the Year 1909.

BRIDGE SUBDEPARTMENT.

To Take Effect.	Name.	Position.
1909.		
Jan. 11....	Wm. Mahoney	Laborer.
Jan. 11....	Terrance Garrett	Laborer.
Feb. 23....	Stanislaus Atkielski	Laborer.
Mch. 23....	Michael Boice	Laborer.
Mch. 24....	Edward Daley	Laborer.
June 1....	Joseph G. Brogan.....	Laborer.
June 1....	James De Baufer.....	Carpenter and Iron Worker.

SEWER SUBDEPARTMENT.

To Take Effect.	Name.	Position.
1909.		
June 3....	Tomaz Lemaczyk	Laborer East District.
Aug. 9....	Albert Waldow	Pipe Layer West District.
Sept. 1....	Thomas F. Daley	Pipe Layer West District.
Aug. 27....	Adam Kojis	Laborer West District.
Sept. 21....	Joseph Pagac	Laborer West District.
Sept. 21....	Alois Morawetz	Laborer West District.
Sept. 21....	William P. C. Budde...	Laborer West District.
Sept. 21....	Chas. Waldow	Laborer West District.
Mch. 2....	Adam Dettmann	Laborer South District.
Mch. 2....	Frank Kliczka	Laborer South District.
Mch. 2....	John Krerowicz	Laborer South District.
Mch. 2....	John Czarnecki	Laborer South District.
Mch. 2....	Jan Gonia	Laborer South District.
Aug. 21....	Joseph Bosacki	Laborer South District.
Aug. 21....	Thomas Mezydlo	Laborer South District.

MISCELLANEOUS SUBDEPARTMENTS.

To Take Effect.	Name.	Position.
1909.		
May 1....	Elsie Mueller	Substitute Office Cleaner City Hall.
May 1....	Mary Thompson	Substitute Office Cleaner City Hall.
May 1....	Katherine Djebo	Substitute Office Cleaner City Hall.
May 1....	Laura Steckling	Substitute Office Cleaner City Hall.
May 1....	Mrs. Mike Binder.....	Substitute Office Cleaner City Hall.
July 14....	Harriet C. Miller.....	Matron North Side Natatorium.
June 1....	Nettie Rydner	Assistant Matron McKinley Park.
June 5....	Edward C. Moon.....	Attendant McKinley Park Bath House.
June 1....	Michael Farley	Attendant 3rd Ward Bath House.
July 12....	Paul A. Kanitz	Helper City Hall.

APPOINTMENTS IN THE LABOR SERVICE.—Continued.
During the Year 1909.

HEALTH DEPARTMENT.

To Take Effect.	Name.	Position.
1909.		
May 25....	Gerald T. Savage.....	Manure Car Attendant.

PARK DEPARTMENT.

To Take Effect.	Name.	Position.	Place of Employment.
1909.			
Apr. 12....	Joseph Pruscha	Common Laborer...	Lake Park.
Apr. 12....	Charles Zdrojewski	Common Laborer...	Lake Park.
Apr. 12....	John R. Love.....	Common Laborer...	Lake Park.
Apr. 12....	Frank Ausmacher	Common Laborer...	Lake Park.
Apr. 12....	Charles W. Carlisle....	Common Laborer...	Lake Park.
Apr. 12....	Frank A. Waitzmann..	Common Laborer...	Lake Park.
Apr. 12....	John Tschandl	Common Laborer...	Lake Park.
May 12....	Martin Alberski	Common Laborer...	Lake Park.
May 12....	Herman A. Schmidt....	Common Laborer...	Lake Park.
May 12....	Joseph Pagac	Common Laborer...	Lake Park.
May 12....	Robert Rott	Common Laborer...	Lake Park.
May 12....	John Krueger	Common Laborer...	Lake Park.
June 3....	Michael W. Curley....	Common Laborer...	Lake Park.
June 3....	Gustav Lehrke	Common Laborer...	Lake Park.
June 3....	Herman Nuerenberg...	Common Laborer...	Lake Park.
June 16....	James Werowinski	Common Laborer...	Lake Park.
June 16....	Arthur Henner	Common Laborer...	Lake Park.
July 20....	F. E. Crowley.....	Common Laborer...	Lake Park.
June 3....	Carl Flemming	Common Laborer...	Washington Park.
June 3....	Chas. Eisler	Common Laborer...	Washington Park.
June 3....	Joseph Rieger	Common Laborer...	Washington Park.
June 3....	Louis Schmidt	Common Laborer...	Washington Park.
June 3....	Anton Pollak	Common Laborer...	Washington Park.
June 5....	Henry Herr	Common Laborer...	Washington Park.
June 17....	Mathias Britz	Common Laborer...	Mitchell Park.
June 17....	John Wielebski	Common Laborer...	Mitchell Park.
June 17....	Herman Knuppel	Common Laborer...	Mitchell Park.
June 17....	Wilhelm Karsten	Common Laborer...	Mitchell Park.
June 17....	Jacob Szewczykowski..	Common Laborer...	Mitchell Park.
June 17....	John Schron	Common Laborer...	Mitchell Park.
Apr. 12....	Raymond Martin	Custodian Pavilion.	Mitchell Park.
Apr. 12....	Gustav Schlaefi	Custodian of Play-Grounds	Mitchell Park.
May 4....	Daniel F. Hogan.....	Custodian of Play-Grounds	Lake Park.
May 12....	Frank P. Julien.....	Custodian of Play-Grounds	Washington Park.
Nov. 27....	Jacob Mueller.....	Custodian of Play-Grounds	Washington Park.
July 3....	Charles Stanke, Jr...	Laborer at Zoo....	Washington Park.
July 3....	Albert Neitzel	Laborer at Zoo....	Washington Park.

PUBLIC LIBRARY DEPARTMENT.

To Take Effect.	Name.	Position.
1909.		
Jan. 1....	Emma Brockmann	Scrubwoman.
Jan. 1....	Hilmina Menne	Substitute Scrubwoman.
Apr. 1....	Hattie Adams	Scrubwoman.
June 17....	Mrs. Cleo Lange.....	Substitute Cleaner.
June 1....	Anthony A. Landeinger.	Laborer.
Oct. 13....	Wm. Holt	Laborer.
Apr. 21....	Anna Zastrow	Book Sewing in Bindery.
Sept. 16....	Effie M. Taft.....	Book Sewing in Bindery.
Oct. 8....	Frances Natchek	Book Sewing in Bindery.
May 7....	Clara Fernhout	Substitute Work in Bindery.
June 7....	Evelyn M. Steltz.....	Substitute Book Sewer in Bindery.
Oct. 19....	Rosalie Stromberg	Substitute Book Sewer in Bindery.
Oct. 21....	Anna Mayer	Substitute Book Sewer in Bindery.

SCHOOL DEPARTMENT.

To Take Effect.	Name.	Position.
1909.		
Apr. 3....	Andrew Gasparek	Carpenter.
Apr. 6....	Jacob Schnetzer	Carpenter.
Apr. 6....	Steffen Adler.....	Carpenter.
Apr. 7....	Louis Felske	Carpenter.
July 20....	Reinhard Olsen	Carpenter.
July 19....	E. A. R. Zimmermann..	Carpenter.
July 19....	Anton Zeller	Carpenter.
July 19....	Fred. Block	Carpenter.
Apr. 26....	Rudolph Goehringer ...	Painter.
Apr. 26....	Alvah F. Orvis.....	Painter.
Apr. 26....	Stanley Lijewski	Painter.
June 1....	Jacob Williams	Painter.
June 1....	Oscar Laatsch	Painter.
July 16....	Otto R. Strelke	Painter.
July 16....	Wm. Guschl	Painter.
July 16....	Albert Feltz	Painter.
July 16....	Wm. E. Murphy	Painter.
July 16....	T. R. Crowley.....	Painter.
July 22....	Fred. Zancig	Painter.
July 28....	Chas. W. Witt.....	Painter.
Aug. 2....	Hubert Braun	Painter.
June 15....	Albert Bublitz	Steamfitter.
June 23....	Joseph Stanley Rutkus.	Steamfitter.
Jan. 15....	D. F. Hogan.....	Steamfitter's Helper.
Feb. 6....	Walter E. Clark.....	Steamfitter's Helper.
May 7....	Hugo Lange	Steamfitter's Helper.
June 15....	Frank J. Schubert.....	Steamfitter's Helper.
Sept. 10....	J. H. Sheriffs.....	Steamfitter's Helper.
Nov. 1....	Mrs. Richard Burke....	School Cleaner 3rd District.

APPOINTMENTS IN THE LABOR SERVICE.—Continued.

During the Year 1909.

CITY ENGINEER'S DEPARTMENT.

(WATER SUBDEPARTMENT.)

To Take Effect.	Name.	Position.
1909.		
Apr. 26....	Laurence Feiner	Blacksmith's Helper.
Feb. 1....	Julius M. Bialk	Boatman Jones Island.
Mch. 4....	Richard J. Shevers.....	Laborer Pumping Station.
Dec. 2....	Roland Foulks	Laborer Pumping Station.
Dec. 8....	Louis Dondero	Laborer Pumping Station.
June 14....	Christian A. Meyer....	Coal Weigher North Point Pump. Sta.
Oct. 1....	Henry W. Grantz	Machinist North Point Pump. Station.

(METER AND DISTRIBUTION SUBDEPARTMENT.)

To Take Effect.	Name.	Position.
1909.		
June 14....	Frank Linda	Common Labor.
June 24....	Albert Hammonn	Common Labor.
June 24....	Mathew Whaling	Common Labor.
June 24....	Jacob Hautmann	Common Labor.
June 24....	John Mokwa	Common Labor.
June 16....	Konstanty Ciepluch	Common Labor.
July 3....	Andrew B. Maciejewski.	Common Labor.
July 3....	Wm. E. Reddy.....	Common Labor.
July 28....	Andrew N. Zimmer.....	Common Labor.
Sept. 17....	John Pfaender	Common Labor.
Oct. 4....	John Wakowski	Common Labor.
Oct. 4....	Walter McCaigue	Common Labor.

TOTAL CHANGES IN THE CITY SERVICE

During the Year 1909.

Appointments in the Official Service	85		
Appointments in the Labor Service	261		
		346	
Promotions and transfers in the Official Service	55		
Promotions and transfers in the Labor Service	39		
Promotions and transfers from Labor to Official Service	9		
Transfers from Official to Labor Service	1		
		104	
Separations from the Official Service	65		
Separations from the Labor Service	154		
		219	
Total changes of all kinds (excepting temporary changes, leave of absence and "lay-off")			669

TOTAL NUMBER OF ALL PERSONS IN THE CITY CIVIL SERVICE OF MILWAUKEE.

I. UNDER CIVIL SERVICE RULES.

A. UNDER THE BOARD OF CITY SERVICE COMMISSIONERS:			
In the Official Service	704		
In the Labor Service	1,608		
In both branches		2,312	
B. UNDER THE BOARD OF FIRE AND POLICE COMMISSIONERS:			
In the Fire Department	496		
In the Police Department	454		
In both branches		950	
C. UNDER THE BOARD OF SCHOOL DIRECTORS:			
Principals and Teachers		1,250	
Total number of persons under Civil Service Rules of the three branches			4,512

II. NOT UNDER CIVIL SERVICE RULES.

D. ELECTIVE OFFICERS:

Mayor, Comptroller, Treasurer, Attorney		4	
Aldermen		35	
Clerk of Municipal Court		1	
Judges		2	
Justices of the Peace		11	
Constables		11	
School Directors		15	
Total number of exempted elective officers			79

E. APPOINTIVE OFFICERS:

1. Salaried Officers—

Heads of Departments	11		
Deputies	8		
Cashier	1		
Treasurer's Clerks	2		
Secretaries	4		
Assistant City Attorneys	4		
Assistant City Engineer	1		
Assistant Clerks of Municipal Court	4		
Court Reporter	1		
Court Janitor	1		
Weigh Masters (receiving one-half of proceeds)	2		
School Superintendent	1		
Assistant School Superintendents	5		
Assistant Health Commissioners	4		
Park Superintendent	1		
Taxidermist	1		
Supervisors (School Dept.)	3		
Chief Medical Inspector (School Dept.)	1		
Assistant Medical Inspectors (School Dept.)	9		
Chief Truant Officer	1		
Assistant Truant Officers	5		
Library Cataloguers (School Dept.)	2		
Various Officials	5		
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2. Honorary Officers—

City Service Commissioners	4		
Fire and Police Commissioners	4		
Commissioners of Public Debt	3		
Park Commissioners	5		
Library Trustees	9		
Museum Trustees	9		
Johnson Emergency Hospital Trustees	9		
Total number of exempted honorary appointive officers		43	
Total number of exempted appointive officers or employes			120
Total number of officers and employes not subject to Civil Service Rules			1
Total number of persons in the City Service			4,7

The number of laborers actually employed at the time of this writing is much less than represented in the foregoing summary, as a number of them are laid off for lack of work in certain departments during certain seasons of the year, and other reasons.

The following figures indicate what work has to be taken care of during the year:

Area of the city	22¾ square miles or 14,560 acres
Area of public squares	22 acres
Length of streets	538.215 miles
Length of water mains	442.032 miles
Length of sewers, including intersecting sewers or tunnels	409.775 miles
Area of parks in charge of Board of Public Works	59.197 acres
Area of parks in charge of Park Commissioners	822.582 acres
Viz.: Evergreen Park	180.61 acres
Washington Park	150 acres
Lake Park	124 acres
Jackson Park	80 acres
Mitchell Park	63.3 acres
Humboldt Park	45.72 acres
Kosciuszko Park	36.868 acres
Highland Park	25 acres
Riverside Park	24 acres
Sherman Park	24 acres
South Shore Park	15.32 acres
Playgrounds (Windlake Avenue and Clarence Street)	14.405 acres
Gordon Place	13.5 acres
Froebel Playgrounds (23rd anu Burleigh Streets)	7.73 acres
Lapham Park (formerly Schlitz Park)	6.29 acres
Public Park (West end Highland Blvd.)	6 acres
Franklin Playgrounds	2.57 acres
Playgrounds North Pierce Street and Concordia Avenue	1.6 acres
Center Street Playgrounds	.856 acres
Lincoln Triangle	.61 acres
14th Ward Triangle	.203 acres

School houses (exclusive barracks)	64
Other public buildings	54
Apparatus on wheels used by the Fire Department	120
Fire boats for river service	4
Horses	233

Respectfully Sumbitted,

JOHN J. VLACH,

Chief Examiner and Secretary.

EXHIBIT C.

CITY CIVIL SERVICE ACT.

Chapter 313, of the Laws of 1895, App. April 19 and Pub. April 29.
[As Amended by Chapter 218, of the Laws of 1897, App. April 12, and Pub. April 13.]

AN ACT to regulate the civil service of cities.

The people of the State of Wisconsin, represented in Senate and Assembly, do enact as follows:

SECTION 1. The Mayor of each city in this state, of the first class, or of the second class, as defined by Section 1, of Chapter 312, of the general laws of Wisconsin enacted in 1893 whether such city be incorporated by special act of the Legislature or under the general laws of the state, shall, before the fifteenth day of June, A. D. 1895, or the fifteenth day of June in the year next following the first state or national census, showing such city to belong to either said first or said second class, appoint four persons, citizens and residents of said city, who shall constitute and be known as the Board of City Service Commissioners of such city, and shall designate one of the persons so appointed to serve for a term of four years, one for a term of three years, one for a term of two years, and one for a term of one year, from the first Monday of July in the year of their appointment and until their respective successors are appointed and qualified; and in each and every year after such first appointment, the Mayor shall, in like manner, in the month of June, appoint one person as the successor of the Commissioner whose term shall expire in that year, to serve as such Commissioner for four years from the first Monday of July then next ensuing, and until his successor is appointed and qualified. Three Commissioners shall constitute a quorum necessary for

the transaction of business. Any vacancy in the office of Commissioner occurring during the term shall be filled for the unexpired term by appointment by the Mayor and all appointments, both original and to fill vacancies, shall be so made that not more than two Commissioners shall at the time of the appointment be members of the same political party. Said Commissioners shall hold no lucrative office or employment under the United States, the State of Wisconsin, or any municipal corporation or political division thereof, and each Commissioner shall, before entering upon the discharge [of the duties] of his office and within ten days after receiving notice of his appointment, take and subscribe the oath of office prescribed by the constitution of this state, and file the same duly certified by the officer administering it with the [City] Clerk of his city, and no salary or other compensation for his services shall be paid to any such Commissioner.

SEC. 2. [**As amended by Section 1, Chapter 218, of 1897.**] The said Commissioners shall make rules adapted to carry out the purposes of the act and not inconsistent with its provisions, for the examination and selection of persons to fill offices and positions in the service of their respective cities, which are required to be filled by appointment, and for the selection of persons to be employed in the service of such city. All rules so made shall be subject to the approval of the Mayor of the city, and they may with like approval be from time to time altered or rescinded by said Commissioners. The said Commissioners shall supervise the administration of the rules so established.

SEC. 3. The rules mentioned in Section 2 of this act may be made from time to time:

1st. For open, competitive and other examinations by which to test applicants for office or for employment as to their practical fitness to discharge the duties of the positions which they desire to fill, which examinations shall be public and free to all citizens of the United States, with proper limitations as to residence, age, health, sex, habits and moral character.

2nd. For the filling of vacancies in offices and places of employment in accordance with the results of such examinations, and for the selection of persons for public employment in accordance with such results, or otherwise as may seem most desirable to carry out the provisions of this act.

3rd. For promotions in office or positions on the basis of ascertained merit and seniority in service, and examination as may seem desirable.

4th. For a period of probation before an appointment or employment is made permanent.

All rules made as provided in this act and all changes therein shall forthwith be printed for distribution by said Board.

SEC. 4. From and after the adoption of such rules, all appointments to subordinate offices, positions and employments in the several departments of the service of such city which are subject to such rules, shall be made by the respective heads of such departments under and in conformity with the provisions of such rules, and such heads of departments shall respectively have power to remove or discharge at pleasure any person holding any subordinate office, position or employment in their respective departments.

SEC. 5. All applicants for offices, places or employments in the civil service of such city, except those mentioned in Section 6, shall be subject to examination under and in accordance with the rules so made by said Commissioners. Such examinations shall be practical in their character and shall relate to those matters which will fairly test the relative capacity and fitness of the persons examined to discharge the duties of the particular service to which they seek to be appointed, and shall include tests of physical qualifications and health, and, when appropriate, of manual skill. No question in any examination shall relate to political or religious opinions or affiliations, and no appointment or selection to an office or for employment within the scope of the rules established as aforesaid shall be in any manner affected or influenced by such opinions or affiliations.

SEC. 6. Officers who are elected by the people, or who by statute are required to be elected by the city council, inspectors and clerks of election, members of any board of education, the superintendents and teachers of schools, heads of any principal departments of the city, all members of the law, fire and police departments, offices and clerks for the faithful discharge of whose duties a superior officer is required to give bond, one private secretary of the Mayor, and any other officers, clerks or employes in the service of the city whose positions, in the judgment of the said City Service Commissioners, can not, for the time being be subjected, with advantage to the public service, to the general rules prepared under this act, shall not be affected as to their election, selection or appointment, by such rules made by said Commissioners.

SEC. 7. Every application, in order to entitle the applicant to appear for examination, or to be examined, must state the facts under

oath on the following subjects: (1) full name, residence and post-office address; (2) citizenship; (3) age; (4) place of birth; (5) health and physical capacity for the public service; (6) previous employment in the public service; (7) business or employment and residence for the previous five years; (8) education. Such other information shall be furnished by the applicant as may reasonably be required by the Board touching the applicant's fitness for the public service.

SEC. 8. **[As amended by Sec. 2, Chapter 218 of 1897.] The said board shall appoint a chief examiner, whose duty it shall be, under its direction, to superintend any examinations held in such city under this act and who shall perform such other duties as the board shall prescribe. Such chief examiner shall be ex-officio secretary of the board, and under the direction of such board he, as such secretary, shall keep and record minutes of its proceedings, preserve all reports made to it, keep a record of all examinations held under its direction, and perform such other duties as the board may from time to time prescribe. Such chief examiner shall receive a salary to be fixed by said board at a sum not exceeding the rate of fifteen hundred dollars per annum, which shall be paid monthly by the city treasurer on the certificate of the president of said board countersigned by the city comptroller. He shall be subject to removal at any time by said board. The said board may also incur such expenses for clerk hire, printing, stationery and other incidental matters as it shall deem necessary; provided, however, that the total amount of all expenditures by it incurred during any year, including the compensation of the chief examiner, clerks and other employes, shall not exceed the amount of the special fund herein provided and known as "the city civil service fund."**

[Additional provisions are contained in the following Section of said Chapter 218 of the Laws of 1897, to-wit:]

SEC. 3. **From and after the passage and publication of this act, the common council shall levy and collect annually, upon all taxable property of the said city, at the same time and in the same manner as other city taxes are levied and collected by law a special tax not exceeding one thirty-fifth of a mill upon each dollar of the assessed value of said taxable property, the amount of which shall be determined by said board of city service commissioners and certified by it to the common council and to the**

city comptroller within ten days after the passage and publication of this act, and thereafter before the twentieth day of January in each year, and the entire amount of such special tax shall constitute a separate and distinct fund to be known as the "city civil service fund," and shall not be used or appropriated, directly or indirectly, for any other purpose than paying the salaries of the chief examiner, clerks and employes of said board and the other necessary expenses of carrying out the purposes of this act. All disbursements on account of such city civil service fund, except for the salary of the chief examiner, shall be paid by the city treasurer on the orders of the president and secretary of the board, countersigned by the city comptroller.

SEC. 9. The Board shall control all examinations, and may, whenever an examination is to take place, designate a suitable number of persons, either in or not in the official service of the city, to be examiners, and it shall be the duty of such examiners, and, if in the service of the city, it shall be a part of their official duty without extra compensation, to conduct examinations as the Board may direct, and make return or report thereof to such Board; and the Board may, at any time, substitute any other person, whether or not in such service, in the place of any one so selected; and the Board may themselves, at any time, act as such examiners, and without appointing examiners. The examiners, at any examination, shall not all be members of the same political party, and no person shall serve in an examination of candidates for office under the provisions of this act in case of a relative or connection by marriage within the degree of first cousin.

SEC. 10. [**As amended by Sec. 4, of Chap. 218, of 1897.**] **Notice of the time, place and general scope of every examination shall be given by the board by publication at least four times on alternate days, beginning at least ten days before the date of such examination, in one or more daily newspapers of general circulation published in such city, and such notice shall also be posted by said board in a conspicuous place in its office at least ten days before such examination. Such further notice of examinations may be given as the board shall prescribe.**

SEC. 11. From the returns or reports of the examiners, or from the examinations made by the Board, the Board shall prepare and keep a register for each grade or class of position in the service of such city, of the persons whose general average standing upon examination for such grade or class is not less than the minimum fixed by the rules

of such Board, and who are otherwise eligible, and such persons shall take rank upon the register as candidates in the order of their relative excellence as determined by examination, without reference to priority of time of examination.

SEC. 12. **[As amended by Sec. 5, Chap. 218, of 1897.] Immediate notice in writing shall be given by the appointing power, to said board of city service commissioners, of all appointments, permanent or temporary, made pursuant to this act and the rules made and established under the same, in those branches or departments of the civil service of such city which are subject to this act and the rules of said board, and all transfers, promotions, resignations, other changes or vacancies from any cause in such branches or departments of the city service, and of the date thereof, and a record of the same shall be kept by said board. When any office or place of employment, subject to such rules, is created or abolished, or the compensation attached thereto is altered, the officer or board making such change shall immediately report the same in writing to said board of commissioners.**

SEC. 13. Said Board of Commissioners shall, on or before the 15th day of March in each year, make to the Mayor for transmission to the City Council, a report showing its own action, the rules in force, the practical effects thereof, and any suggestions it may approve for the more effectual accomplishment of the purposes of this act. The Mayor may require a report from said Board at any other time.

SEC. 14. All officers of any such city shall aid said Board in all proper ways in carrying out the provisions of this act, and, at any place where examinations are to be held, shall allow the reasonable use of the public buildings for holding such examinations. The Mayor of each city shall cause suitable rooms to be provided for said Board at the expense of such city; and a sufficient sum of money shall be appropriated each year by each city to carry out the provisions of this act in such city.

SEC. 15. No person or officer shall willfully and corruptly, by himself or in co-operation with one or more other persons, defeat, deceive or obstruct any person in respect to his or her right of examination, or corruptly or falsely mark, grade, estimate or report upon the examination or proper standing of any person examined hereunder, or aid in so doing or willfully or corruptly make any false representations concerning the same or concerning the person examined, or willfully or corruptly furnish to any person any special or secret information

for the purpose either of improving or injuring the prospects or chances of any person so examined, or to be examined, being appointed, employed or promoted.

SEC. 16. **[As amended by Sec. 6, Chap. 218, of 1897.] No comptroller or accounting or auditing officer of such city shall allow the claim for services of any person employed in the public service in violation of the provisions of this act or of the rules made and established by the board of city service commissioners pursuant to this act.**

SEC. 17. The Board of City Service Commissioners shall certify to the Comptroller all appointments to offices and places in the civil service of the city, subject to their rules, and all vacancies occurring therein, whether by dismissal, resignation or death. No Comptroller of any such city shall approve the payment of or be in any manner concerned in paying any salary or wages to any person, subject to such rules, for services as an officer or employe of such city, before the appointment of such person to the city service has been certified by the Board to the Comptroller, nor after the vacation of such person's office or employment shall have been so certified.

SEC. 18. No Paymaster, Treasurer or other officer or agent of such city shall willfully pay, or be in any manner concerned in paying any person subject to the rules adopted by said Commissioners under this act, any salary or wages for services as an officer or employe of such city, before the appointment of such person to the civil service of such city has been certified by the Board to the Comptroller, nor after the vacation of such person's office or employment shall have been so certified.

SEC. 19. Any person who shall willfully, or through culpable negligence, violate any provision of this act or any rule promulgated in accordance with the provisions thereof, shall be guilty of a misdemeanor, and shall, on conviction thereof, be punished by a fine of not less than fifty dollars and not exceeding one thousand dollars, or by imprisonment in the county jail for a term not exceeding six months, or by both such fine and imprisonment in the discretion of the court.

SEC. 20. If any person shall be convicted under the next preceding section, any public office which such person may hold shall, by force of such conviction, be rendered vacant, and such person shall be incapable of holding office for the period of five years from the date of such conviction.

SEC. 21. Prosecutions for violations of this act may be instituted either by the Attorney-General, the state's attorney for the county in which the offense is alleged to have been committed, or by the Board acting through special counsel. Such prosecutions shall be conducted and controlled by the prosecuting officers who institute them, unless they request the aid of other prosecuting officers.

[Additional provisions are contained in the following Sections of said Chapter 218 of the Laws of 1897, to-wit:]

SEC. 7. **It shall be the duty of every board of city service commissioners appointed under and in pursuance of the provisions of said chapter 313, of the laws of 1895, to investigate the enforcement of said act and of its rules, adopted in accordance with its provisions to carry out the purposes of said act and the action of the examiners in said act provided for, and the conduct and action of the appointees in the official service in its city, and may inquire as to the nature, tenure and compensation of all offices and places in the public service thereof. In the course of such investigations each commissioner shall have power to administer oaths, and said board shall have power to secure by its subpoena both the attendance and testimony of witnesses and the production of books and papers relevant to such investigation.**

SEC. 8. **Any person who shall be served with a subpoena to appear and testify, or to produce books and papers, issued by the board of city service commissioners in the course of any investigation conducted under the provisions of section 6 [7], of this act, and who shall refuse or neglect to appear and testify or to produce books and papers relevant to such investigation, as commanded in such subpoena, shall be guilty of a misdemeanor, and shall on conviction be punished by fine or imprisonment or both in the discretion of the court, as provided in and by section 19, of the said act hereby amended. The fees of witnesses for attendance and travel shall be the same as the fees of witnesses before the circuit courts of this state, and shall be paid from the appropriation for the expenses of the board. Any circuit court of this state, or any judge thereof, whether in term time or vacation, upon application of the board, may compel the attendance of witnesses, the production of books and papers and giving of testimony before the board by attachment for contempt or otherwise, in the same manner, as the production of evidence may be compelled before said court. Every person, who, having taken**

an oath or made affirmation before a commissioner in the course of such an investigation, shall swear or affirm willfully, corruptly and falsely, shall be guilty of perjury, and upon conviction shall be punished accordingly.

SEC. 9. No officer or employe of such city shall discharge, or degrade, or promote, or in any manner change the official rank or compensation of any other officer or employe, or promise or threaten to do so, for giving or withholding any contribution of money or other valuable thing for any party or political purpose, or for refusal or neglect to render any party or political service.

SEC. 10. No applicant for appointment in such official service, either directly or indirectly, shall pay or promise to pay any money or other valuable thing to any person whomsoever, for or on account of his appointment or proposed appointment, and no officer or employe shall pay or promise to pay, either directly or indirectly, to any person any money or other valuable thing whatever for or on account of his promotion.

SEC. 11. No person while holding any office in the government of such city, or any nomination for, or while seeking a nomination for or appointment to, any such office, shall corruptly use, or promise to use, either directly or indirectly, any official authority or influence in the way of conferring upon any person, or in order to secure or aid any person in securing, any office or public employment or any nomination, confirmation, promotion or increase of salary, upon the consideration or condition that the vote or political influence or action of the last named person or any other shall be given or used in behalf of any candidate, officer or party, or upon any other corrupt condition or consideration.

SEC. 12. Any acts and parts of acts conflicting with the provisions hereof are hereby repealed.

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